THE NEPONSET REVIEW

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AXEL H. ANDERSON, Auditor

The Neponset Review

HOLIDAY NUMBER

1921 1922

Christmas Greeting
to Everyone
and a
Happy and Prosperous
New Year

Bird and Son, INC.

VOL X JANUARY, 1922. NO. 1

CHRISTMAS MESSAGE

from the

President of the United States

THE Christmas Season of 1921 comes to a world which I think we all realize has now set its feet fairly and firmly in the way of rehabilitation and of return to the safe ways of progress and construction.

Our own country may well regard itself as peculiarly fortunate both in its own bounteous resources and by reason of the opportunity which it has enjoyed of making its own good fortune and means to help others.

At this Christmas Season, I hope and am very sure that our people will return devout thanks for the blessings that have been bestowed upon them, and renew their pledges of service and usefulness of earnest effort and safe advancement in behalf of the best things in life.

Warren G. Harding

Holiday Greeting from Mr. Bird

Can it be true that another New Year is at hand? It seems but a month since my last holiday greeting and yet twelve months have come and gone—a period of worldwide changes, social, industrial, political. Kings have gone; Democracy has triumphed; Public opinion rules. That is a long step forward. The price, in lives and money, has been dreadful, but human progress has always come from sacrifice and suffering. That seems to be the will of God.

Bird & Son's business in 1921 has been insufficient and yet, by comparison, we have done well. While our competitors have averaged not more than 50 per cent of normalcy, we have exceeded 70 per cent. We have been compelled to deflate wages and yet I am pleased to say that our wage scale is, today, 10 to 20 per cent above the market. We pay more and we believe that we get more. We pay more per hour, per week, per year. That's the important point. During the last ten years (excepting the past 9 months) our mills have been running at least 90 per cent full time. Unemployment, the curse of industry, is unknown to us. As it has been in the past so I believe it will be in the future.

Continuous work, after all, is the salvation of the worker. Intermittent employment brings sorrow and waste. As I see it the struggle for shorter hours is, in a large number of cases, economically and socially wrong. There are, it is true, occupations where too long hours prevail. A paper mill continuously run is such an occupation. We were the first in Massachusetts, twenty years ago, to change from the twelve to the eight hour shift. The twelve hour shift was manifestly too long. There are, however, no equitable standardized hours for all kinds of labor. The stoker in a steamship works harder in a four hour shift than an artisan in a ten hour day. The length of the work day should be regulated by the kind of work. All that I am I got through long hours and the joy of the job. I am not a believer that hard work shortens life; in fact, the opposite is true.

Be an optimist! You will be as near right and you will have a better time.

I, certainly, believe in the future prosperity of our business. We are aying the foundations for more work, coming, I believe, within one year. I will do my best. Will you do yours? It's the only way out.

A Merry Christmas and Happy New Year to all

Charles S. Bird

P. R. Allen Reviews Our 1921 Record With Pride

Everyone connected with the institution of Bird & Son may well take a reasonable pride in this year's record. At certain periods all production records and all sales records have been broken. Every single individual can feel that he has had a part in this fine showing, in a year when it seemed at the outset that nothing but a big slump in business and general stagnation was ahead. Costs had to come down in order to compete and get business. This was done by making a minimum reduction in wage and by getting the maximum in production. The Sales Departments, instead of waiting for business, went out and stimulated new business—"made" business.

The management was faced with a very large expense for plant upkeep, for a complete new power plant, for a new rug plant, at a time early in the spring when business was almost at a standstill. New financing was necessary. It was quickly and successfully done. All these things accomplished should give us all high courage, enthusiasm and a healthy optimism to tackle our next year's problems.

The recovery from the war-time inflation of prices and over production may be slower than we think or would like it to be, but everything points now to the fact that the crisis is past, that we have turned the corner. By and large there isn't another country in the whole world that even approaches ours in natural resources. We have been blessed far beyond our deserts and unless we become slackers and wasters, nothing can prevent our continued prosperity.

So much for the business side of it.

What is the most significant thought in the world at this particular season? It seems to me that it is a more sympathetic and an enlightened sense of *neighborliness*, both among individuals and nations. To try to cultivate this spirit more and more is a fine and high ideal for us all, a good resolution for the New Year.

Philip R. Allen

"THE SITUATION"

(We all know that Mr. Bartlett's department has been through trying times during the past fourteen months. His message this year is reassuring us of the fact that the coming year will be a busy one.)

The Salesmen come and go but we "shut ins" get a smattering of the outside conditions from these "Knights of the Road," to which we add the gleanings from the vast correspondence we get from all over the country and the sum and substance of this synopsis is that business is "still spotty." The off-business spots however are truly getting smaller—there is far less fluctuation than three months ago in the matter of prices; figures and costs are more stable. Those who had large stocks after the severe depression of a year ago, the past month, had liquidated and moved their goods; new orders followed and our record in the Building and Roofing Department exceeded the best volume of any previous September and October. One clearly sees the movement of one commodity starts the sale of another commodity. Conditions are getting seasonable. Our fall New England trade always lets up according to weather conditions and we all appreciate we have had "Some Spell" during the past few weeks—thus the usual November slump —but, as sure as fate, after the inventories are taken and the figures are in the hands of Managers and Manufacturers, the movement of spring stock will commence—and fortunate will be those who become forehanded in filling their "bins" and having the stock on hand for the great drive of 1922.

It is a "grand and glorious feeling" to have once more with our fellow men—that the business ethics are back to the pre-war day plane—when an order was an order and as sacred in the granting as in the filling; never a thought of abrogation—but a contract and an obligation that was discharged by the Golden Rule methods.

The Disarmament Conference is bound to have a more far reaching effect than any of us can possibly realize; it not only draws the Nations of the Earth together for a better understanding of each with the other, a producer of a just and fair spirit of cooperation—but shows the great possibilities of economic business principles which are so sadly needed at the present time to restore the confidence as of yore and create the harmony and good feeling that should exist between all men.

E. H. Bartlett.

OUTLOOK FOR 1922

(Mr. Hird mentions a very important fact in his 1922 outlook—once a customer with Bird & Son, inc. always a customer.)

It has been to the Sales Department, of the Special Paper Division, a very distressing fact that for the year 1921 we have been less successful in overcoming the prevailing depression in business than any department of our business.

We feel, however, that this is principally due to the fact that the particular products that we sell are used by our customers as a raw material in their business and of course when conditions are bad for them, we must necessarily suffer in consequence.

From all the signs of the times that we are able to observe, we are looking forward to 1922 with complete confidence that the manufacturing departments, which depend upon us to keep them supplied with orders, are going to be well pleased with the results for the year.

The chief reason for our belief, and incidentally a great source of pride, is the fact that Bird & Son, Inc., almost never lose a customer, so that when our business friends prosper, so shall we.

We, in the Sales Department, cannot overlook this opportunity of expressing our deep appreciation of the spirit of cooperation shown by those in all the other departments in our business with whom we come in contact, and to wish them all both a Merry Christmas and a Happy and Prosperous 1922.

F. H. Hird.

BOX DIVISION

(Mr. Buell points to the fact that many new customers have been added to our box products, which warrants a much brighter outlook in 1922.

The past year has been a very trying one, for business depression has been very general and all manufacturers have been affected to a greater or less degree. Despite these conditions, the Box Division has been fortunate in being able to maintain a fair percentage of normal volume, and we feel that for the coming year the business outlook is much brighter.

More new fibre case customers have been added to our books than in any previous year, and ample provision has been made for the future in taking care of their requirements, in addition to the growing needs of old-established customers, who have become friends of many years' standing.

We confidently expect that 1922 will see a further return to normal conditions on our other products, Neponset Shoe Cartons, Bird Tack Boxes and Neponset Waterproof Paper Flower Pots.

We want to take this opportunity of expressing to the Mill and Box Shops our sincere appreciation of their hearty cooperation with us, which has made possible the service we have been able to render to our customers.

To all we extend best wishes for a Merry Christmas and a Happy and Prosperous New Year.

A. C. Buell.

BUSINESS IS GOOD IF WE GO AFTER IT

Building and Roofing Division

(Mr. Bailey reviews the past year from the sales standpoint, emphasizing the importance of the improved service that our customers have received.)

When the holiday number of the "Neponset Review" appears our 1921 work will have ended. Both our accomplishments and shortcomings will have been recorded.

We shall be at the beginning of a new year, and to a large extent we shall reap in 1922 the results of our past year's work.

1921 has shown us more clearly than any preceding year that the potential business is here. It is within a stone's throw of our mills. It is within a few hours' drive. It is within trucking distance. *It is at home.*

But for the next few months our eyes are on the Southern salesmen, to whom we look for the needed volume of business to help keep our mills running until the Spring buying season in the North opens. The salesmen in the South from Florida to Delaware have been working this past year under adverse freight rates, comparatively deep business depression, high travelling expense, and long disances to travel. Yet the sales in the Southern Division amount to an imposing sum.

The difficult selling of the past year has been an experience worth while. A wholesome acknowledgment of our shortcomings and errors this past year will make coming work all the more effective.

We have not succeeded in shipping from our mills quite as much tonnage as in 1920, but we have nearly approached the record. Nevertheless, the salesmen have done a big job and done it well.

The mill has valiantly cooperated with the sales force. We have made quicker shipments, and in all ways have given much better service than ever before, and no little credit is due to the mill for their support of the sales force. The record of achievement of the whole organization of the Building and Roofing Division has been due to hard work by all hands, Sales Force, Credit Department, a generous complaint policy, the Manufacturing Department, Labor Bureau and the Statistical and Accounting Work.

More new dealers were established than in any preceding recorded year. The sale of Paroid, our quality smooth surfaced roofing, and our highest priced one, equals in volume the combined sales of any two of the lower priced roofings, American Granitized, Universal. The sales of Neponset Board, our highest quality and highest priced board, almost equal the sales of the lower priced American Wall Board. We have shipped more twin shingles into the East Walpole Division than in any preceding year, and more dealers have engaged with us than any preceding year in our partnership advertising.

For 1922 the same veteran sales force stays on the job, with a few additional new men. The office correspondence corps has now developed to a point where it is a real inside sales force. About one-fifth of the daily incoming business has been taken over the telephone by this office sales force.

We believe that 1922 competition will be keener than 1921, that we will meet more carefully trained competitive salesmen. and that the fight will be a real fight.

We must practice economy in selling, give the quickest service in the way of shipments, and the highest quality of materials. Carrying these conditions in mind, it is only necessary to plug, plug, plug.

P. H. Bailey.

FLOOR COVERING DIVISION

For the Floor Covering Division the outstanding feature of 1921 was the addition of Neponset Rugs. We now have a complete felt base line —Rugs, and 8/4 Rug Border.

The problem which confronts us for 1922 is one of distribution. In forming our plans it is well to bear certain facts in mind.

General opinion seems to be that business reached the lowest point of depression in 1921— that the crisis is behind us. Industry after going through a serious illness is entering upon a period of convalesecnce. Simple remedies constitute the treatment necessary to bring about complete recovery. Courage, persistency, common sense and thrift—such remedies are needed. We should not expect too rapid a recovery. Relapses must be avoided.

Reports from salesmen indicate a general intention on the part of buyers to place orders after January 1st. The experience of being left with heavy inventories on hand at the end of 1920 makes these reports all the more probable. Merchants are going into the close of 1921 with light stocks. There should be no prolonged period of inventory liquidation after January 1, 1922.

We have faith in the recuperative powers of American industry. We have faith in ourselves and in our product. Without believing for a moment that all troubles are behind us ,we feel that moderate optimism over the outlook for 1922 is entirely justified.

H. E. Sawyer.

MAKING THE GRADE

(There is no doubt but that the Eastern Division Sales force has done wonderful work in 1921. Mr. Hale tells us of the new methods developed, which proved so satisfcatory that they are to be carried still further in 1922.)

"A Prophet is not without honor save in his own country." Some reservation was expressed by a few dealers because despite the then adverse conditions existing we had the courage to say in

these pages a year ago, that 1921 would produce increased business provided we worked together and lived up to the slogan of "Work, Cooperation and Loyalty."

Sales organizations the country over have been put to the supreme test this year. Some survived—others did not. Some covered the first few months of the year in fine shape, but the early Summer found them close to the rocks in a more or less precarious position. Our Eastern Division sales force, which is made up of men covering the New England states, New York, New Jersey, and Pennsylvania, started in low gear, from which they gradually went into second, and September found them traveling in high, for in this month there was shipped from our mills the greatest tonnage of any similar period.

This pleasing record was a result of no "happenstance"—it was the outcome of careful and judicious planning. At the start it was recognized that the paramount purpose of any industry should be the satisfaction of human needs of some kind or other and that there is something eternally fundamental in the principle that a business based on the intention to supply a real want is soundly founded. In this respect it is universally agreed that *shelter*, *food* and *fuel* are the primary wants of mankind.

Careful analyses showed us that with salesmen covering large territories there was bound to exist and did exist a considerable amount of "waste time" and lost action. This was further borne out by figures compiled only a few days ago by a special committee, working in the interest of a large manufacturer, which, reporting on this particular subject, stated that 10 per cent of a salesman's time is spent in clerical work (making out reports, etc.), 75 per cent in walking and waiting, and only 15 per cent in actual selling.

Territories Reduced—New Salesmen Added

In order to curtail and eliminate "waste time" to a minimum we decided to reduce territories and thus provide an opportunity for our salesmen to assist their dealers by some real and effective sales promotion work. This plan has developed so well that we have made further reductions in territories for 1922, all of which will enable us to be in a better position than at any other time in our history to render to dealers the proper amount of cooperation and assistance toward producing Profits, which, after all, are what most of us are in business for.

To Emerson is credited the thought so ably expressed—that the world will make a path to the door of the man who will write a better book, preach a better sermon, or build a better mouse trap, even though his home be in the woods. The fact that the Manufacturing Department of Bird & Son recognizes this sentiment is a source of gratification to dealers and salesmen alike, for never before have we turned out such quality products and never before have we been in a better position to offer to the trade such a complete and well-balanced line of materials.

We appreciate to the fullest extent the volume of business turned over to us by "Bird Dealers" this past year, because from their success is ours derived. We take this occasion to assure them that we have every confidence that even greater and better things are on the horizon for the year Nineteen Hundred and Twenty-Two.

W. E. Hale.

TREASURY DEPARTMENT

(Mr. Miller pictures the improved conditions over a year ago, and reminds us all to keep the faith. Better conditions prevail throughout the country.)

While the outlook at the beginning of the year for general business was one of pessimism, the actual situation, however, during the year did not warrant such a feeling.

So far as collections were concerned, the results were better than anticipated. At the beginning of the year there was every prospect of there being a great many failures in the business world, particularly during the first half of the year. However, when it did not take place in that period it was felt, of course, that it must take place in the latter half. Neither period was unusual in respect to losses and we can now feel that the worst is over. It is a source of satisfaction to know that but a small percentage of the entire loss was due to failure of the dealers. The larger loss was due more to the manufacturers, or, in other words, from that class where it was least expected.

The year is closing with a better spirit prevailing throughout the entire country and an improved condition both in manufacturing and retail departments. Money is easier, consequently we can look forward to an increased demand for all lines next year, also to customers taking advantage of the discount and a tendency toward better payments all along the line.

We feel that we have done our part in cooperating to the fullest extent with all of our customers to maintain those relationships that have existed over a period of years, and to our mutual benefit. However, the old doctrine is being preached again that all that is necessary to bring prosperity back is to "think" prosperity. The following advice is worth keeping in mind:

"Keep faith, take a renewed hold on confidence, work hard; but maintain a sharp lookout, beware of false hopes, and do not mistake the mirage now visible on the horizon for a land of ease and plenty wherein there is neither responsibility nor peril to be met." H. H. Miller.

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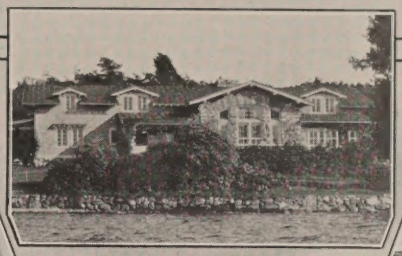

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A GROUP OF VETERAN PAROID ROOFS

Paroid Roofs that have been giving service for from 13 to 21 years are roofs in which every member of the Bird & Son organization can well afford to be proud. We know that many of our dealers are proud of the record of this super roofing material in their own territories, for they have testified to it time and time again.

The record speaks for itself.

(1) House at Eastham, Mass. The present owner says he can not remember how long ago the roofing was applied. It has been painted once in three or four years and the owner said recently. "I cannot see but it is as good as the day we put it on the roof."

(2) The attractive residence at Clayton, N. Y., was covered with Bird's Paroid in 1907.

(3) Bird's Paroid roofing was applied on the home of Rufus S. Webb in Yarmouth, Me., in 1905.

(4) Home of D. M. Robinson, near Essex Junction, Vt. Since 1908 this Paroid roof has "stood the gaff" of the Vermont climate without a complaint.

(5) Bird's Paroid Roofing, No. 45, was laid on a barn on the Manuel Farm, nea Burlington, Vt., in 1901. Without painting, it lasted until 1920, when it was replaced with another Paroid roof.

(6-7) Bird's Paroid, No. 55, was applied on the Brick House in October 1900, and on the Frame House in September, 1902. B. S. Hawk, the contractor who applied the roofing, examined these roofs carefully a few months ago and says they are in perfect condition.

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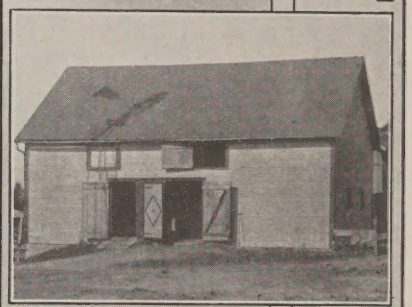

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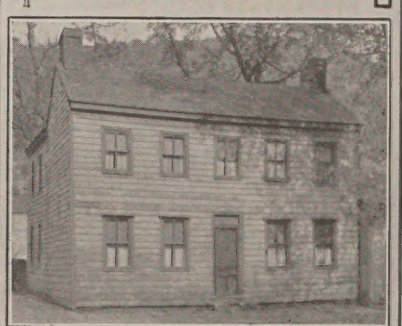

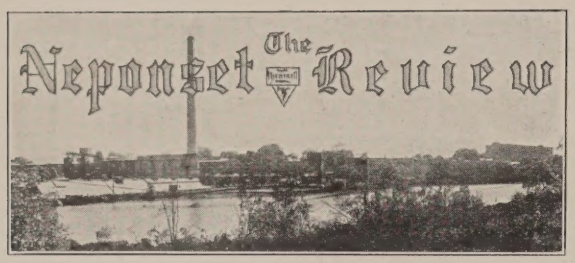

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The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

The hope and purpose of improving quality, or quantity, or both, in our daily work, with the incidental improvement of the livelihood, form the strongest inducements adults have for steady, productive labor; and the results of labor so motived are not necessarily mercenary, or in any way unworthy of an intelligent person.

—CHARLES W. ELIOT

PEACE ON EARTH—GOOD WILL TO MEN

The old time Christmas message of "Peace on Earth, Good Will Toward Men" comes to us this year big with meaning.

If this message means anything, it means just what it says, PEACE on EARTH, GOOD WILL toward MEN.

When the Angels of Light sang this message to that first century Roman world riven with strife and sick of the ruthless ravage of wars of greed and conquest, it came to men's ears to hear and eyes to see, as a song of deliverance out of darkness.

Perhaps, in those days, men who could see its import were few, and it is a fact that all these centuries since they have been too few to bring to reality this wondrous vision of Peace and Good Will.

Heretofore, the many everywhere have been too dull to resist the false leadership of the few who, from motives of greed and the lust for personal power, have fostered war, which has been called "The Sport of Kings."

But the war makers' day is doomed by reason of the fact that the many the wide world a ound are realizing, out of a very recent and bitter experience, the ghasty horror, the awful waste, and the utter futility of war.

Today the enlightened many are vocal as never before; and in Sweden, Germany, England and other countries, as well as in our own, there is developing a persistent propaganda for peace.

Back of the historic Limitation of Armament Conference now sitting at Washington are the tears and prayers and the growing demands of millions of men and women of all races who will not much longer be denied.

And so the angels' song of "Peace on Earth, Good Will Toward Men" seems nearer realization this Christmas than ever before. H. E. R.

MRS BIRD. ENTHUSIASTIC OVER ARMS CONFERENCE

Mrs. Charles Sumner Bird, in a recent letter received at the headquarters of the Massachusetts League of Women Voters, expresses herself enthusiastically over the work of the Washington conference. The women members of the advisory council, of which Mrs. Bird is a member, were profoundly impressed, she writes, at the opening. "I am impressed very much with the understanding and wisdom of President Harding. He certainly represents the people." She refers to Mr. Hughes as "an epoch-making man."

Referring to the members of the council, Mrs. Bird writes: "I have a very high opinion of the women chosen by the President. Mrs. Thomas G. Winter is clear headed, fully appreciating her position and responsibility; Mrs. Edson is a live wire, understands and feels keenly the Pacific side of the Far Eastern question; and Mrs. Egan is a very clever and efficient secretary of the Advisory Council." Mrs. Bird is on the General Information Committee of the council.

REVIEW STARTS ON TENTH YEAR

In January, 1913, the Review made its first appearance. During its nine years of existence, it has undergone several changes as to size and make-up, but has always kept in mind the purpose for which it was started—to present news of interest and ideas, reviews and articles that should be an aid to all of us.

We are always open to suggestions for improvements in our paper and appreciate receiving suitable material for use in its pages.

This issue of the "Review," which goes to our dealers, stockholders and many others with whom we do business, is, as you know, practically a sales number, containing messages from our executives and news of interest to our friends outside the organization, as well as to those of the immediate family. For this reason, and because of the lack of space, most of the regular columns and personal items had to be omitted.

Library

"The true university in these days is a collection of books." — Carlyle.

The greatest accession to the average family library at any one time during the year is at the Holiday season. If discrimination has been shown in the selection what a valuable asset the gift books may become. The taste of nearly everyone in the family can be satisfied with a good book and the mere fact of possession is often an incentive to read.

The desire to know what is between the covers, especially with children, generally is stronger when the book comes from the home bookshelves, where they may have had a certain familiarity with its title and appearance. The contents may be beyond their years, yet to finger and respect the best books will lead to knowing later what is within. Stately rows of books, classified under subject, exert an influence, for they suggest where information may be found when needed. Even titles on the backs of books may bring out an idea which might not otherwise be expressed. The other day one of the children who frequents our library, a little girl of about ten years of age, cast a glance at the case where is kept our collection of the world's best books and topics of the day. Noticing Irving Fisher's "How the Dollar is Shrinking," she remarked, "I should think it was, things cost so much more." This is only one of similar remarks that come to our ears from the children, yet it goes to show how impressionable and observing they are and helps to make us realize that only what is worth while in the land of books should be brought in contact with them.

Teach them to love the classics, the very best in fiction, history and biography and to start a collection which will bring its reward.

THE LABOR BUREAU

On January 1st, 1921, there were 1406 employees at our East Walpole and Norwood plants and offices, and on December 1st, 1921, we had 1391 employees. The working force for the entire year has remained practically the same. There have been fewer employees hired during this period than in any like period for the past five or six years. Our labor turnover for the year will be approximately 30 per cent against about 100 per cent for 1920. The slackening of the demand for help during the past year has enabled the Employment Department to give more time to interviewing and investigating new applicants and, especially, allowed a better follow-up on our present employees. The fact that there were 300 transfers during the year indicates that there were many promotions and changes which meant placing employees in jobs for which they were better fitted, while several of the changes were due to transferring employees from departments where business was slack to those which were busy.

Our Emergency Hospitals have been extremely busy during the past year. Both of the nurses who were with us the first of the year, Miss Helen J. Ebbs and Miss M. Irene Burbank, resigned during the year to be married. Miss Margaret R. Leavitt succeeded Miss Ebbs as head nurse, with Miss Edith Haslam as assistant. During the spring, when business was quietest and we had only one nurse, the calls at the hospital, of course, dropped off. While we have not had as many calls during 1921 as during 1920, from January 1st to December 1st there was a total of 6677 visits made. The plan of having a physician at the Emergency Hospitals on certain mornings of each week, which was started late in 1920, is proving increasingly helpful.

The outstanding feature of the Safety work this year was the No Accident Week, during which only one lost-time accident occurred. A very attractive banner is awarded each month to the division having the lowest percentage of lost-time accidents; and the rivalry is great. The interest aroused in safety work during this special campaign, coupled with the work carried on by the Safety Inspector, the foremen, the members of the safety committees, and through bulletins and the "Review," is slowly bringing results in the spread of the conviction that accidents can and should be prevented. During 1921 we have had 94 accidents, with a total of 1871 days lost.

The Neponset Credit Union has been growing steadily so that in 1921 the total receipts were $60,886.07 against $39,409.93 in 1920, and the earnings $767.91 against $457.32 in 1920. Interest at 4 per cent, compounded quarterly, is paid on savings, while a 7 per cent dividend was declared to shareholders. Mrs. Emma L. Griffin, who has served as Treasurer for some time, resigned on December 1st and has gone to Florida for the winter.

Through our Library, over 11,000 books from the Town Library have been distributed, in addition to a large number of technical and business books from our own collection.

The Mutual Benefit Association has had a very strenuous year. During the first nine months ending September 30th, it had paid in sick benefits a total of $6483.75, and for physicians' services $2539.00. During the last quarter the demands on the Benefit have been increased somewhat and the total disbursements will be brought up to a high figure.

Up to December 1st, approximately 39,500 pints of milk had been sold at the various stands in the plants. This service has proved very popular, indeed, throughout the organization, and our milk sales in the winter have kept up remarkably high. The Brigade and Rest Rooms in the various plants have continued to serve many employees every day of the year.

The women's rest room and toilet facilities at the main Building & Roofing Plant have been remodeled and improved, and a new room is being added in the Nail Department at that plant.

Many of our employees have come to the Labor Bureau seeking legal advice on personal matters, and a great many have been helped on naturalization work, either in securing their first or final papers; and during the early part of the year the Labor Bureau had an increased force working overtime, assisting employees in filing their income tax returns.

The Suggestion Committee has been extremely busy during 1921. Many new and valuable suggestions have been sent in and a total of 108 have been accepted and prizes awarded. There are also several that are still being investigated, no doubt many of which will receive awards.

We are looking forward to 1922, with the hope and belief that the constructive work we have been able to do in 1921 will then bear fruit. To a large extent, any success we have had in getting the right man for the job and in helping to keep him contented is due to the splendid cooperation we have had from all other departments.

JOIN THE 1922 CHRISTMAS SAVING CLUB

NEPONSET CREDIT UNION

First Deposit, January 5th, 1922
Last Deposit, November 30th, 1922

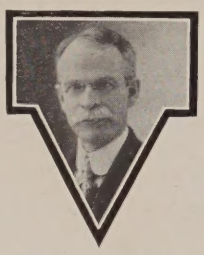
$ .50	each week—48 weeks	$24.42
1.00	" " " "	48.83
2.00	" " " "	97.66

Write, call or see, Treasurer, N. C. U., Labor Bureau.

FROM THE MANUFACTURING END

1922

We were never as well prepared for the coming tasks as we are today in the Manufacturing Department. All mills and departments are ready for the words: "Full Speed." Our production budget is laid out. We will soon start on our 1922 output of the products that mean so much to mankind. Nearly every product we manufacture is for the comfort of the home. Thousands of homes are protected from the elements with Bird products—Shingles, Roofing, Sheathing, Plastic Cement. The interiors are finished with Wall Board and Neponset Rugs adorn the floors. Even the supplies for these homes are received in Bird Fibre Cases.



Surely there is joy in turning out products that are so necessary and attractive. This may account somewhat for our happy organization, but, considering the matter further, I believe the character of an organization is reflected in the products manufactured and that this accounts for our high standard of quality.

We are now entering on another new year. There was never in the history of the world, in my opinion, any better chance than there is today. We have got to advance—we cannot go back nor yet stay just where we are. Now is the time for optimism. The future looks very rosy and we must take up the tasks of the new year with a vim that will accomplish better results than ever before.

The spirit of good fellowship that has existed throughout the Manufacturing Division is also in evidence in the contact between Manufacturing and all other departments—Sales, Accounting, Purchasing, Labor Bureau, Treasury.

This is a fitting time to extend our thanks for the helpful things that have been done for us by other departments and we wish each and every one a Happy New Year.

George R. Wyman

GET READY NOW

(Mr. Montgomery admonishes us to prepare our selves to meet the demands which are bound to come.)

The production departments have had a breathing spell for over a year. At times we have been very busy. In fact some departments have been as busy as in war times, but it has been in rotation, so that we have not had to exert ourselves to full capacity everywhere at the same time.

The time is fast approaching when we shall be called upon to produce to the limit of our capacity. We must prepare now for that demand. Our Sales Departments have been doing a tremendous amount of intensive work. Just as soon as it begins to be felt, we shall be deluged with orders. One message for 1922 should be, intensive development of each individual unit in preparation for maximum production. This means concentration of energies of those in charge on their particular jobs. It means that each small unit has a man sized job attached to it. Let every head of department realize that he has a big job right in his own department. Let him plan out his campaign, formulate a definite policy for development and *Act. Be Efficient.*

I hope every employee of Bird & Son has a very Merry Christmas and a Happy New Year. The ultimate aim of life is contentment.

Be Happy.

S. B. Montgomery.

RAW MATERIALS

(Mr. Russell finds signs of the return to normal times in the tendencies of the raw stock market, and feels that in the New Year there will probably come a decline in the prices of those materials which are still above pre-war levels with a corresponding rise in the prices of those commodities which have been greatly reduced because of adverse conditions.)

During the present year materials generally have been in good supply. In a few cases reduction of running time and decreased output have delayed deliveries. Reduction of stocks have been possible in some instances and the demand has been for prompt delivery upon placing of order.

Prices have declined markedly: in some cases to pre-war levels. The latter part of the year has shown some advances: in our own case certain items moving hand in hand with the increased business in early fall and declining with it.

In some quarters it is thought that any marked increase in business will be accompanied by a rise in prices of materials and that certain materials which have been abnormally high in the past will tend downward. It is reasonable to assume that there will be a tendency toward equalization in prices of materials.

The opinion has been expressed that during the next year materials should be in good supply and that any reasonable demands will be met.

A. H. Russell

MAIN PLANT

(Mr. Smith outlines important changes to be made in 1922, which will mean advancement.)

Business conditions in general have been very erratic during the past year. Manufacturers in most lines of industry have not had confidence in laying in stock and supplies owing to the existing unstable market of materials. The latter part of the year has, however, brought a more settled and confident feeling with the result of an increased business along most lines. This continues on the upward trend and should show still further increases.

We are very fortunate indeed in having a management with extremely keen foresight, which has enabled us to run to approximately 85 per cent capacity throughout most of the year.

When it was found necessary to curtail production in some departments, work was found in others so that very little time was lost by anyone.

While, during the forepart of the year, it was essential that all possible expenditure be curtailed, many improvements were planned which will be installed during the year 1922. The largest improvements are the addition of another story to FX for taking care of fibre case orders of the smaller dimensions, and the addition of No. 5 paper machine of thirty-two extra driers and other machinery by which we will greatly increase the machine products.

None of us should forget that we are still in a period of adjustment which will take some time before conditions are back to normal, that these are days of the "survival of the fittest," and we must cooperate in every way if we expect to meet 1922 conditions and requirements.

The work in the Main Mill has gone on very smoothly during the past year. We have done well, but believe that by making a resolution to start the New Year with more "pep," more steam and more work, we can still do better.

I take the opportunity to thank each one, especially my assistants and foremen of all departments, for their cooperation along all lines.

It has been especially gratifying to have held the Safety Banner since its origin in September. Let's keep it for the whole year 1922.

A Merry Xmas and Happy New Year to all.

S. W. Smith.

MAIN MILL IMPROVEMENTS MADE DURING 1921.

During the past twelve months many improvements have been started or finished at the Main Mill. The most important of these are as follows:—

The three new 823 HP boilers with the coal handling equipment have been put in operation in the boiler room. The forced and induced draft equipment and the ash handling equipment is being installed and should be completed about February 1.

The new General Electric turbo-generator with a capacity of 2000 k. w. was put in service in May and has operated practically continuously since that time.

Four jordans in No. 2 Beater room for No. 5 paper machine were each equipped with 150 H.P. motors and put in operation in July.

A new vapor absorption system was put in service on No. 2 paper machine and resulted in materially increasing the capacity of this machine.

A seventh vat has been added to No. 5 paper machine and the pit under the wet end of the machine has been rebuilt and extended, also a new reel and winder have been installed. Thirty-two new dryers have been ordered and will be added to the machine.

Foundations for the new extension and for the building to enclose it are being placed.

An additional story is being added to No. 1 Box Shop by raising the roof and building up the walls. It is planned to have the new floor ready for equipment shortly after the first of the year.

The foundations have been completed for a building which may replace the section of the raw stock shed which was destroyed by fire in April.

A ten car garage has been built in the mill yard for the use of employees on the lower level of the mill. At the filter beds a twenty-five car garage accommodates the atuomobiles of the office and upper mill level employees.

Three electric tractors are now used for moving rolls of paper about the mill. These have made a considerable saving in labor.

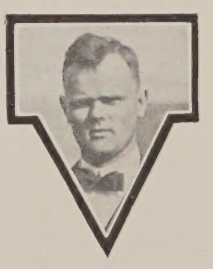
This year has been a very busy one. The new year will start with much of above mentioned work uncompleted and with the prospects of many new improvements to be made.

C. W. Conrad

ACCOUNTING AND COST DEPARTMENTS

Another year has rolled by, but not without some changes for the better.

During the year we have perfected our system of machines for accounting purposes, installed the first of January, and are now turning out reports covering sales statistics over a wider scope than was practical before. We have also added our Stores Requisitions and Maintenance Payrole distribution to this Statistical Department and expect (after the close of the books for 1921) to be in a position to start making up the payroll on the machines as well. We are also handling the statistical records for Chicago in this department.



A department known as the Comptometer Department was started the latter part of this year. This department is handling the extending and checking of all shipping sheets, and all other calculating that can be handled expeditiously by a department of this kind.

A Visible Index system has been installed in the Stores Accounting Department for filing of all Maintenance Stores records and is proving very satisfactory.

During the year we have been working on a cost system, tying up our cost records with our general books, which enables us to get information by departments more readily and accurately than heretofore.

The addition of rugs to our other lines meant considerably more work for these departments and necessitated our adding a little to our personnel to carry on competently.

In summing up, we feel that the Accounting and Cost Departments have perceptibly increased in their efficiency as units of the whole.

A. H. Anderson.

Chicago News

A WORD FROM THE EXECUTIVES OF THE CHICAGO DIVISION

At this holiday season we have asked the following executives at Chicago to express their views on any subject they might wish.

To All Our Organization:
I have been asked to say something in the Review. I want to wish everyone a Happy New Year. My best to you all!

Charles S. Bird, Jr.

Mr. Caton, General Manager of the Chicago Divsion, says:

"There is satisfaction in finding something new and better than we have had in the past.

"Profits are accumulated by hard work and sagacious planning.

"Talk is cheap but it takes money to buy experience.

"As you wander up stream you will hear a lot of croakers—they are just frogs.

"The highest mountain may be climbed—one step at a time."

M. L. Caton.

Not merely the salesmen are optimistic. This is what Mr. Clark, who is in charge of the Research Department, has to say:

"The 1922 drive for new high records is on. The sales department is preparing as never before. The 1921 lesson has been taught. "Work" is the motto for everyone. "Work" early, late, and in between. Prices are down, buildings are needed, every salesman is optimistic and on his toes. Here's to you, 1922, and the success that's in store for the worker." E. R. Clark.

Mr. A. S. Downey and Mr. George Jordan, Eastern and Southern Division Field Managers, were, unfortunately, away on business and it was impossible to secure messages from them.

Mr. Moore, Home Service Department, greets you with this:

"I haven't anything to say. Mr. Caton, Mr. Kelly and the rest have already said it all. But I wish you all a Merry Christmas and a Happy New Year."

D. H. Moore.

Mr. Van Page, Western Division Field Mgr. prefaces his contribution with the request for it.

"We want ten lines from you, Mr. Van Page, for our next issue of the 'Neponset Review,' and we must have it December 1st. Such was the invitation extended to me by Mr. Williams for this, my first contribution to our 'Review.'

"Naturally I would think of sales and salesmen and helps on the way. Every man thinks of his own territory as being peculiar and subjected to particular conditions. The world admires a man who never flinches from unexpected difficulties, but courageously grapples with his fate or task. Among the many things we need, I am sure the first is backbone, and the second, backbone, and the third, backbone. An indomitable spirit conquers! It enables one to clutch his aim with an iron grip and keep the needle of his purpose pointing to the star of his hope. It defies defeat or death. This is the kind of stuff that President Chadbourne put in place of his lost lung, and because of it, he was a marked success for another thirty-five years after his funeral had been planned."

Mr. Kelly, promotional, can write the truth in a snappy way as is evidenced by these words:

"To throw the greatest number of real selling ideas into action to make sales of Bird's products to the home and building owner is the function of the Promotion Department. But the Promotion Department should have no monopoly on the originating of those ideas. To the limit of its ability, the Chicago Promotion Department pledges itself to help to build sales and business in such a way that our successors 126 years from now may look back to 1922 as we look back to 1795 (although in 1795 scientific management had not conceived of the name "Promotion Department," and by 2048 they will have a new name for us) and say, "They Built Well."

G. N. Kelly.

What could be more fitting at this time of the year, or, for that matter, any time of the year, than the advice contained in these few words from Mr. Freeman, Auditor. It would be useless to try to add to or improve them.

"Just as it is important that we take an inventory of our stock on hand before the new year, so isn't it worth while to inventory our personal habits and accomplishments? For these are our stock in trade.

"Do we carry a perpetual inventory of daily tasks well done? Each night when we go home do we ask ourselves whether or not we have given our best? Let us be ready for that inventory, for we are judged by daily acts in the big storeroom of life."

L. H. Freeman.

Residence of M. L. Caton, Beverly Hills, Chicago
Neponset Shingles Over the Old Shingle Roof

B. J. Overholt, Purchasing Agent, gets down to cases and mentions some concrete improvements.

"While purchasing requires most of my attention, yet in these few lines I wish to mention two changes which have taken place during the past year. They may seem to be of little importance, but this is not the case.

"1. The setting aside of permanent space for all raw materials purchased, so that they may be kept in an orderly manner.

"2. The disposal of all material of every description not for immediate use or for use in the near future.

"If these two lines of endeavor are carried out in the future, it will go a long way towards making the appearance of our plant more neat and orderly."

SELLING IN WESTERN TERRITORY

Bird & Son, inc., Chicago Salesmen's Meet-Up, 1921

"Hard Times Are Not Coming—Just Soft Times Going" was the slogan of the Chicago plant and organization for 1921. "Soft Times" were noticeable for their absence. But to meet demands, the production units in the Chicago plant were nearly doubled in 1921, without increase in the number of machines or by addition of any more mechanical equipment.

The salesmen in the field have not been taking orders *from* dealers; they have been securing orders *for* dealers. That idea has been the keynote of the year's efforts. The new men who have been added to the field sales force have been men, who, like the older Bird salesmen, have been imbued with that spirit.

Sales territories have been rearranged and new men added to make it possible to carry that spirit of dealer cooperation still further in 1922 and to meet the tasks definitely set for every territory for the year 1922.

Mr. Maurice L. Caton, Western Manager, has spent the last thirteen years for Bird & Son in the West.

C. E. MacEachren has been at the head of the Western Credit Department for eight years and has built up for himself a dealer friendship which averages 100 per cent.

A. S. Downey, Division Field Manager for the states of Michigan, Ohio, Indiana, Kentucky and Tennessee, has a record of service with Bird & Son which dates back thirteen years, and has been continuous except for two years spent as Captain of a Machine Gun Company. He has traveled and represented Bird & Son in practically every state east of the Mississippi and likewise in Cuba, Jamaica and Porto Rico.

A. J. Van Page, Field Manager for the Western Division, covering the states of Illinois, Wisconsin, Minnesota, Iowa, the Dakotas, Nebraska, Kansas, Missouri, Montana, Colorado and Oklahoma, previous to coming with Bird & Son two years ago, was Sales Manager for the Vulcanite Company.

R. M. Jordan is now Division Field Manager for the southern territory, comprising the states of Alabama, Louisiana, Mississippi, Arkansas and Texas.

E. R. Clark, directing the Research Department, shed his Navy Lieutenant's uniform to join forces with Bird & Son two and a half years ago.

G. N. Kelly, head of the Promotion and Advertising Department, likewise enlisted with Bird & Son after service as an army officer.

D. H. Moore, who has charge of the Sales Offices and the Home Service Department, completed the trio by coming from the marines two years ago.

GOOD SELLING IN CHICAGO TERRITORY

We believe that one town, or rather a group of four towns, in Chicago territory, with a combined population of less than twenty thousand, holds the record for cars of roofing sold per thousand people. Fifty-nine cars of Bird's roofing were shipped in the last ten months to the one dealer operating in these four towns. This amounts to three cars per thousand population.

To make the record loom up still larger, these towns are located in what is known as "Little Egypt," the small section between the Ohio and Mississippi rivers in Southern Illinois, and which is generally considered the "grave yard" of salesmen.

When offered more territory last winter, R. E. Hill, Bird's salesman in this territory, refused. He said that he had all the territory he could attend to in "Little Egypt." Even with this apparently unproductive territory, Mr. Hill is second in average monthly sales for the year.

In the hard-hit South, which Mr. Babson says is far from the top as regards general sales conditions, Mr. Peterson's sales in October lead the entire Western sales force. Not only was Mr. Peterson's volume of sales ahead, but a good portion of his sales for both September and October was to new dealers.

A challenge to the salesmen is contained in the following from Frank Chiar, Superintendent:

"Chicago salesmen will have to turn every door knob that might lead to a sale if the machine foremen keep their promises. E. H. Jansen, Number 1 machine foreman, will not be bluffed. He has a roll in his pocket that he is willing to part with if he does not break all records in the month of December. He has finished the month of November with a good record.

"C. George, Number 2 machine foreman, is planning something as soon as his machine is started. Look out, Jansen!

"It looks like a hard time for Mr. Miller. There will be little Number 2 stock to sell.

"Go to it, boys! Good luck!" Frank Chiar.

ATHLETICS

Athletics at Chicago have thus far been limited to bowling. One of the interesting games played was that of the machine shop against Number 1 machine. Number 1 machine team was made up of J. Voltner, E. Jansen, J. Matcha and T. Ecklund. The machine shop team included F. Chiar, H. Morman, L. Lance, and E. Gach.

Number 1 machine won 2 and lost 1.

Erich Gach, who fosters the game here, thinks it advisable for some of his bowlers to carry a 36-inch roll of paroid to the alleys. He believes some such a thing would make good scores possible. A spherical ball is too hard to control.

CHICAGO PERSONALS

William Edward Specht is the brand new son of J. E. Specht of the Accounting Department. He arrived November 25th, one day after Thanksgiving. He looks forward to some wonderful winters.

Joe Blosky, foreman in the Kettle and Still Department, has returned to work. Some time ago he met with a painful accident, when a gas furnace exploded. He was in the Auburn Park Hospital for two weeks and home for about a month.

Ernie Grosscup, Insp.

Miss Marie Kelly, who recently underwent an operation for appendicitis, has completely recovered and is again at work.

A. S. Downey, Eastern sales manager, has returned from an extended trip over his territory. A. J. Van Page, Western sales manager, is also back from a similar trip.

B. H. Roberts returned from a trip to East Walpole, December 2.

F. J. Shannon, Western floor covering manager, has been transferred to Chicago.

Miss Schauer, file clerk, who had been ill for a number of weeks, resumed her duties November 21st.

G. D. Gregory of floor covering is now on statistical work in that department. He was formerly in business in Boston.

H. Morman, formerly in the Maintenance Department, has been chief engineer. He is now busily engaged in improving the general layout of our steam system.

"A Merry Christmas"
Frank Chiar, John Matcha and J. E. Prairie
Local Committee, Mutual Benefit Association

SUGGESTIONS

Erich Gach as usual took the honors when the Suggestion Committee made its last awards. He won two prizes.

One suggestion made by Mr. Gach was for the use of unloading tank cars of some steam jacketed pipe on hand. This suggestion has already been carried out and is working with entire satisfaction.

A second suggestion was for an improvement to No. 1 winder.

Some other suggestions were held over pending further investigation. An especially interesting one in this class was made by D. H. Moore and concerns an improved method for applying wrappers to roll goods.

NEW YEARS' RESOLUTION

We are too prone to feel that our efforts are not sufficiently appreciated, that we have done enough before we have done our best. If we slacken our efforts because we believe our rewards are not just, we prove that they were just, by this very action.

No effort but our best effort is good enough. Let this be our motto:

"Whatever thy hand findeth to do, do it with all thy might."

CANADA

(Bird & Son, Ltd., have had a very satisfactory year but Mr. McNeil is convinced that, although the task ahead is a big one, 1922 is bound to be most successful.)

Another unprecedented year has passed into history and again two things have been demonstrated to me. First, how closely after all the business life of one country reflects upon the other. Second, that the right business policy spells success in good years and bad alike.

Canada had its years of after the war prosperity just as did the United States, and right now it is emerging from a several months' period of readjustment and looking forward to many years of healthy growth and prosperity.

By following closer than ever the Bird policy of making good products and selling them at a fair price, we have been able during 1921 to "carry on" in a very satisfactory way under very trying general conditions.

It has not been an easy year for anyone associated with Bird & Son, Limited, but never before has each one met every situation with such determination and faithfulness to their duty.

The 1921 records of our Manufacturing Department, our Office Staff and our Sales Force, speak for themselves.

There is plenty yet to be done and we all realize the job ahead of us will be bigger and harder than ever, but my absolute faith in the men and women associated with us, the high standard of our products, and the time-tested Bird policy, convince me that nothing stands in the way of success for our business in 1922.

Wishing all a Merry Christmas and a Happy New Year.

W. R. McNeil.

WALPOLE HOME BUILDING COMPANY, INC.

This corporation, organized late in 1920, began its business operation on January 1st, 1921. The main object of the company is to encourage and aid the people of this vicinity in purchasing and owning their own homes. During this year some houses have been sold by the company to the tenants. The company owns about sixty houses in East Walpole and Norwood as well as several tracts of land, some of which is being developed and laid out in suitable building lots.

The company is at present building a new street connecting Pleasant and Washington streets, which will open several desirable lots; and, in the near future, it expects to cut through roads on land in Norwood, near Morrill's station.

The Home Building Company is also managing several other activities of benefit and interest to the community, including the selling of coal, moving pictures conducted in Bird hall, and the Tiot Lunch Room in the post office block.

The officers of the company are as follows: president, C. S. Bird; vice president, D. A. Chase; clerk and treasurer, A. H. Anderson; board of directors, the foregoing officers with B. D. Rogers and C. O. Littlefield.

The office of the company is located at the corner of East and Washington streets, in East Walpole. Mr. C. O. Littlefield is general manager of the company.

Phillipsdale News

THE SITUATION AT DP

We pause, as it were, at the threshold of the New Year to glance back over the year just passing.

While there has been a general depression in business throughout the country, we here at Phillipsdale have been fortunate in being able to work some part of every week.

When we remember this and the hearty co-operation given us in every department to try to have expenses low and production high, we are encouraged to face the New Year, which the seers of finance tell us is to be even more dull for some months to come.

This depression, due largely to the conditions after the war, as well as to the great competition in the market and particularly in our own line of manufacture, the paper market, will require our united efforts to keep the wheels moving.

Our past experience in this respect leaves no doubt in our minds as to the loyalty of every man in the mill to Bird & Son, and of his good will towards his fellow worker. Both of these characteristics will go far towards helping us over a period of anxiety.

Happily, every cloud has a silver lining, and we have every right to expect better times in the not far distant future.

With this thought in mind and the glorious feast of Peace but a few days off, we extend to each and all heartiest wishes for a very Merry Christmas and a Bright and Happy New Year.

T. G. Henderson.

(Lack of space prohibits our printing several very interesting articles from Mr. Henderson's assistants at Phillipsdale. Below are interesting excerpts that we have selected from several of the articles submitted by the men. In addition, they have all wished everyone else a Merry Christmas and a Happy New Year.)

Mr. Salisbury, Assistant Superintendent, writes: "Starting out on a New Year is surely a good time to call our attention to a few things that will help to make the coming year a success. The most important thing is to be interested in our work and to give close attention to the details of our jobs. Boost Safety! This is going to be a big year in the Safety movement. Now is the time to begin."

In referring to the activities of DPM and DPR, Mr. Pettengill, Mechanical Superintendent, writes: "The majority of our members are old timers as regards their service with Bird & Son, a goodly number showing longer service than the writer. If not strictly a 'happy family,' I think it is safe to call them a 'fairly well contented bunch.' Continuous service speaks well for both the men and Bird & Son."

Mr. Phelps, foreman of the Sorting and Cutting Departments, writes: "It is due to the fine spirit that has been shown by everyone in these departments that we have improved 50 per cent in our sorting and eliminated 75 per cent of the breaks on our cutters; and I am sure we will make 1922 our banner year."

Mr. Inman, foreman of DPH, speaks of the large amount of raw and finished stock handling that his department has done, and also states that, with the present lay-outs of the ground, the view of the mill now is one of the prettiest in Phillipsdale. He mentioned several of the installations in his department, including the new Shepard crane and the new tracks in the yard; also the new machinery in the Finishing Department; and closes by saying "Looking ahead to 1922, the writer feels that our departments are well equipped for both incoming and outgoing business."

Mr. Chamberlain, Office Manager, writes that there has been practically no change in the personnel of the office, and that the new arrangement is much superior to the old.

Mr. Cyranak, foreman of the Beater room, also states that his department was never in better condition to take care of the big business that they expect.

NOTES FROM THE MILL

Doc Watson says that the Rhode Island weather man has not been kind to him and the storage shed is cold, but the discomfort is more than balanced by the warmth of the spirit of cooperation that is shown at DP.

Alick Homenuck is the proud father of a bouncing baby boy, born November 21, and weighing 11½ pounds. Alick might well feel proud of this boy and we wish him good health and a Merry Christmas and a Happy New Year.

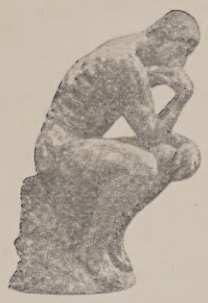
On November 22d, the pupils of the Washington Park School of Providence made a visit to our plant. They were escorted through the different departments by Mr. Salisbury. The method of making paper was explained to them and they were very much interested.

The Phillipsdale Plant

Mr. Brownell and Mr. Reynolds, consulting engineers on second-hand steam boilers, for houses of any size. Look them up, boys, if you want anything in this line.

Tixie Billings is in high glee again. The bowling season is on and they have asked him to bowl on one of the teams. He has been walking around here with a smile on his face ever since. Why do they pick on poor Tixie? I don't know; of course Tixie thinks that he is some bowler, so why should we worry?

Our Emergency Room is finished, and the new furniture has been installed. It certainly does look very neat. No Emergency Room in the Bird & Son, Inc., plants has anything on ours here in Phillipsdale, and we hope that for the next issue of the "Neponset Review" we will have a picture to prove our claim.



Suggestion Column

AWARDS FOR NOVEMBER

The following suggestions were accepted during November and the standard prize of $5.00 awarded for each:

Saving of Waste Surfacing, FBPM1—John Graham, FBP

Enlarge Platform at DMPM2 Winder—
Herman Nordstrom, DMP

Guards for Slate Bin Covers at FB—
Harold S. Knight, FBY

Change Drive at Art Craft Section, FBPM1—
John Mattson, FBM

Special Tapered Plugs for Tubes Used at FF—
Eric Harrison, FFF

Link for Block Crane on FF Print Machines—
George E. Wood, FFX

Change in Spare Part for FF Print Machines—
George E. Wood, FFX

Change Motor Drive, Rug Border Department—
Ira C. Goding, FFM

Attachment for Chain or Rope Tackle—
Ira C. Goding, FFM

NO AWARD FOR $500.00 PRIZE

On June 1, 1921, Bird & Son, inc., offered a prize of $500.00 for a suggestion for a new product that had sufficient merit to be added to our line and which was, as a matter of fact, added to the line. This offer expired August 31, 1921.

A great number of very interesting suggestions were received and turned over to a committee consisting of Messrs. Bird, Wyman, Sumner and Montgomery, who went carefully into the merits of each suggestion, referring those having particular merit to different members of the committee for investigation and report. Every possible care was taken to consider the merits of each suggestion. However, the consensus of opinion of the committee is that no product of sufficient merit was suggested to justify our adding it to the line. The prize will not be awarded.

The fact that not a single suggestion was deemed worthy of the prize probably indicates, as well as anything that has come up recently, the extremely full line of products that Bird & Son carry. Those products that remain in our line have stood the test of time and have proved their worth. This does not mean that we will not add more products at some other time and the committee hopes that every member of Bird & Son will continue to exercise his or her inventive genius in seeking out a new product for us to add to our line.

A large number of the suggestions of merit called for products that we are not equipped to manufacture. Members of the organization should remember that our specialty is in coarse paper manufacture, consequently suggestions for the use of a paper that we are not equipped to manufacture had to be turned down irrespective of the market for the product. Another class of suggestions was for slight change in the design or character of a product already in the line. These changes were not of sufficient degree to justify alterations of the design, or characteristics of the product. There were other suggestions of considerable merit, over which the committee spent a great deal of time, and these may come up again at some future date.

Keep on suggesting and be assured that if a suggestion of substantial value is accepted Bird & Son will be anxious to amply reward the suggestor.

ACCIDENT RECORD

The Paper Mill and Box Shops had perfect records during November. The Paper Mill continued its clean record for accidents through the month of November, which is a very remarkable showing as not a single lost time accident occurred in the Paper Mills from September 1st. This splendid record was broken on the 2d of December when Joseph MacDonough caught his hand in No. 4 machine, bruising his arm somewhat, but it only meant the loss of two or three days and, therefore, the Paper Mill is certainly still in the running for retaining the banner.

The Box Shops went through the month of November without an accident and are, consequently, proudly displaying the banner a portion of the month.

The Floor Covering plant showed a very great improvement over past months, there being only one minor lost time accident during the month.

The Building & Roofing and Engineering Departments both had unfortunate records during November. There were five lost time accidents in each of these departments, with a total of twenty-five days lost for each.

Up to the time of going to press, the accidents for December have been very few and very slight, and it is the aim of the superintendents, foremen and safety committees to be able to show perfectly clean records during some of the months of 1922.

The standing of the different divisions on December 1st were as follows:—

	Number Employees	Number Accidents	Days Lost	Standing
DM (DF & DV)	236	0	0	1.000
FX 1 & 2	170	0	0	1.000
FF	180	1	5	.971
FB	269	5	25	.900
EM & ER	130	5	25	.793

MERRY CHRISTMAS

"The sun comes back again, let us make merry."

This was the meaning of a festival of the winter solstice, which antedates our Christmas—a festival of eating and drinking, a carnival of joy.

Many of our holiday customs come down the ages to us from these Pagan times.

The Christmas of the finer part celebrates the birth of Christ and emphasizes the dominant Christian glad tidings of peace and love, while the other side means merriment unbridled, joy unconfined and jovial good fellowship.

Both have their worth, and each is incomplete without the other.

So this is just a thought for

MERRY CHRISTMAS.

BIRD & SON, inc.
EMPLOYEE'S MUTUAL BENEFIT ASS'N.
ANNUAL MEETING
ELECTION OF OFFICERS
TUESDAY, JANUARY 10, 1922, 8 P. M.
BIRD HALL, EAST WALPOLE

OFFICE NOTES

Harvey Stull has been busy receiving congratulations since the birth of his daughter, Joanne Isabelle, November 25, weight 8 lbs. 9 oz. He says she is the greatest girl ever.

His many friends extend their best wishes for success in his new work to Frank L. Whitcher, who resigned November 30. C. Harvey Stull is to take his place as assistant to A. H. Anderson.

There have been several changes in the Service Department this month; Emma King has resigned to be married; Eva Lindequist has resigned to keep house in her new home on Park Avenue; and Mabel Follett is moving out of town. We are glad to welcome the following newcomers, Elizabeth Woodfin, Harriet Beatty, Gertrude Meyer and Catherine Dowdie.

Florence Nichols has come to work in the Comptometer Department and A. Wesley Boothby has joined the ranks of the Cost Accounting Department.

MAIN MILL

Harry Mann hasn't quite recovered from his surprise and pleasure at finding his desk decorated with a large basket of fruit and a bouquet of twenty carnations, placed there on the occasion of his twentieth annive sary by his associates. The following card accompanied the gift, "From your friends in the Mill Office. On this, the 20th anniversary of your connection with Bird & Son, inc., we take this means of showing our regard, and wishing you the best of everything for the future."

NORWOOD PLANTS

We are glad to see Ralph Pierce, FBQ, back on the job after his accident, which, fortunately did not prove as severe as was at first feared.

"Happy" Knight is spending most of his time in the Laboratory these days helping in the test of raw stock.

By the way, have you seen the new laboratory down in the Nail and Cap building? Kimball says he isn't quite sure how he is going to stage the dedication.

We were fortunate in this section during the storm, but George Smith doesn't want to come any nearer to an accident than he did when a broken limb went crashing through the back of his car, when he was on his way to work.

FLOOR COVERING NOTES

The Floor Covering Plant rather prides itself on its Christmas spirit. We leave it to all other departments who call us by 'phone—isn't there a certain effervescent, rollicking sort of response from whomever you happen to be calling?

It's only because, realizing the brevity of life, and looking over the achievements of the past year, and anticipating the successes of the years to come, we all, as one man, are inspired with a cheerfulness that knows no shadow of gloom or depression; and so confident are we that our plant has reached a high point of efficiency with which to begin the New Year, that our whole organization just overflows with exuberance.

We, all of us, wish all of you and yours, from the bottom of our hearts, a Christmas of kindness, happiness and peace—and remember, a smile on your 'phiz is a great blessing, I'll tell the world; and, as Epictetus said, "What if you have got a grouch, don't go displaying it on your show window."

L. R. B.

The office extends the glad hand to L. J. Latham, who is established with us as a draughtsman.

Jesse Ghen is beginning to be happy again as his left hand now lets him play the clarinet.

L. W. Pierce has organized an orchestra. Those who read this and also have heard the snappy way in which he plays should blow for him.

EMPLOYEES' ORDERS FOR FLOOR COVERING

The Sales Department each day receives a large number of employees' orders for floor covering. In order to handle these orders properly and to give satisfactory service, we request that the following routine be followed by employees when sending in these orders.

Make out your orders on memorandum or requisition forms. To avoid confusion, do not send in orders by telephone, by special messenger, or verbally at the door. Make all communications in regard to orders in writing.

Employees will appreciate the fact that in fairness to our dealers, employees' orders cannot be given special attention. They will go through in the usual routine. To be on the safe side, it will be well for employees to anticipate their requirements by at least ten days so as to be sure of receiving the floor covering when they need it.

Sales Department requests that all employees cooperate with them in line with the suggestions above.

P. S. It is understood, of course, that employees may order only for their own or their immediate family's requirements.

THOUSANDS MUST DIE

U. S. Relief Worker Tells of Critical Conditions in Russia.

(The following, taken from a letter written to Mr. Montgomery, gives some idea of the tremendous task of the American Relief Expedition in trying to aid famine stricken Russia. In the section of Russia in which Lieut. Wahren is working, a district which, in the past, has provided not less than one-half the Russian grain crop, there was no harvest this year. A succession of bad seasons, coupled with the restriction of the crops, has made the situation desperate.

The members of the Relief Expedition are bending their efforts on aiding the children so that the effects of under-nourishment on the next generation may not be too great.)

"As you see, Monty, I am still at my old game of roaming. However, when this job is finished, I intend to come home and settle down. I came to Russia on September 1st, after a most enjoyable automobile trip from Prague, via Breslau and Warsaw, to Riga. Wonderful weather and excellent company, the U. S. military Attachee to Czechoslovakia, Colonel E. R. W. McCabe (P. C. McCabe of 302d fame); and spent a really enjoyable week en route. In Riga I only remained long enough to get my papers in shape. Then off to Moscow where the advance guard already was, having preceded me by three days (Chief of the advance guard is, by the way, another man whom you ought to know—Major Phillip Carrole. You and he worked together once putting out a fire near Aubilis in July '18).

"In Moscow I stayed eleven days getting acquainted with things, looking the city over, etc.; and, then, again onward and eastward, finally to land here on September 15th.

"I am in charge of the work in the Tartar Republic, of which Kazan is the capital; and have here with me three American assistants, trying to feed daily one warm meal to 150,000 dying kiddies scattered over an area of about 30,000 square miles, wholly void of any transportation from now until May.

"When I say dying, I mean it. Many have already died and many, many more are doomed. Child population is 1,300,000, and the most we ever can expect to help is 200,000. And there is not one bit of food—other than grass—in the country, except what is brought in from the outside."

(Extract from letter of Lieut. Wahren, with the American Relief Administration at Latvia, Russia.)

CARD OF THANKS

I wish to sincerely thank all my friends who, at the time of my recent bereavement, so beautifully expressed their sympathy in a remembrance of flowers.

Otto Wenstrom.

SUPT. WILSON OFF FOR CHICAGO

The friends and acquaintances of William W. Wilson have just learned of his recent transfer to the Chicago organization.

We will all miss him at the plant, at the Bird club, in our athletic activities, and in the town, and will be glad to learn of his success in his new undertaking.

He has been connected with Bird & Son for ten years, filling positions in the Laboratory, Manufacturing Office, Inspection Division, and, for the last two years, the responsible position of Superintendent of our Norwood plants. He is well fitted for his new duties, and we certainly wish him success.

G. R. Wyman,
Manufacturing Manager.

BIRD CLUB ENTERTAINMENT

"The best ever" was the decision of everybody who attended the Bird Club Entertainment and Dance in Bird Hall on Dec. 13th. The Wright Trio, consisting of a violinist, cellist and pianist, were excellent. Both the solo and trio numbers were exceptionally well played and showed the skill of the artists.

Miss Janet Hersey, known as the "Sunshine Girl", proved her right to this title by her bright and witty selections. She received numerous encores, to which she pleasingly responded. Miss Hersey showed her ability not only as a reader but as a singer and dancer as well.

The snappy music furnished by Pierce's Orchestra after the entertainment enticed nearly everyone to stay and dance until midnight.

January Meetings—12th and 26th

Mr. Score announced that the January entertainments would be in charge of the Theatrical Committee, of which "Jim" Maguire is chairman, and assured every one that our local entertainers would provide entertainments of the usual high standard.

INDUSTRIAL MANAGEMENT COURSE AT THE BIRD CLUB

A group of members of the Bird Club started early this fall to read Knoeppel's book on "Organization." This group met once a week and about a chapter was covered each week. At the beginning, several members not living at the Bird Club came up to these meetings but, owing to the long walk, most of them have dropped out so that as a general rule only resident members now attend. The scheme for the course is to have one of the members read from the text and quiz the other members. A general discussion follows, at which time the members have an opportunity to air their views on organization.

The Club House

The course may, perhaps, be a little too general, but it has the effect of starting the members reading other texts and studying their own positions with more regard to their relations to others.

The meetings are held on Tuesday evenings at 7 o'clock, and all members of the Bird Club are welcome. There is not such a continuity to each discussion but what members can break in on the course at any time.

When the present book has been completed the group will probably take up books dealing with more specific problems that have a closer bearing on the work the members are doing in Bird & Son.

BOWLING

The 1921-1922 bowling season opened on December 12th. This year there are four teams represented. No. 1 team represents the Main Office and Finishing Mill, No. 2 represents the Norwood Plants, No. 3 represents the Box Shops and No. 4 the Paper Mill and Maintenance Department. All matches will be bowled at the East Walpole alleys; and the committee has decided to have similar prizes to those awarded last season. The balance of the schedule, which runs through to February 10th, is as follows:—

Monday, January 2d	—No. 4 vs. No. 3
Friday, January 6th	—No. 2 vs. No. 1
Monday, January 9th	—No. 9 vs. No. 1
Friday, January 13th	—No. 2 vs. No. 3
Monday, January 16th	—No. 4 vs. No. 2
Friday, January 20th	—No. 3 vs. No. 1
Monday, January 23d	—No. 1 vs. No. 2
Friday, January 27th	—No. 3 vs. No. 4
Monday, January 30th	—No. 1 vs. No. 4
Friday, February 3d	—No. 3 vs. No. 2
Monday, February 6th	—No. 2 vs. No. 4
Friday, February 10th	—No. 1 vs. No. 3

PARTNERSHIP ADVERTISING

(During the past few months many of us have missed the advertisements that used to appear in the large national magazines. Mr. Kilham's article tells briefly of the present advertising plan which has worked out so successfully.)

The one big idea dominating all the advertising and sales promotional work of the Building and Roofing Division is *this*—to move the stock at a profit from the dealer's warehouse. By this idea every Sales Promotion Plan is tested.

The best sales work is that in which the manufacturer and the dealer cooperate in their selling, advertising, and service methods. Our plan is to make this one idea the whole idea back of all sales promotional work.

Thickly spread throughout all the country east of Denver, Bird's dealers cooperated in probably the greatest newspaper roofing campaign ever used in city, town and country newspapers. Approximately 14,000 advertisements have appeared during 1921. This is double the amount used in 1920 and far exceeds that ever used in any other year. Each advertisement was written from the dealer's standpoint and showed each dealer's customers and prospective customers the service he could give with Bird's Roofs, Bird's Building Paper and Bird's Wall Board.

Tied closely with the local newspaper advertising of the dealer is the circular letter service in which Bird's dealers reach out to all parts of the country, many times sending letters to points that can not be fully and economically reached by newspaper advertisements.

The large quantities of direct main advertising material furnished to dealers is illustrated and written from the point of view of the dealer. Every word is carefully weighed to see that it does its share in selling goods for the dealer.

Perhaps it is because our Sales Promotion work is all aimed to *really move dealers' stocks* that so many of our dealers stick with us over the bad roads of business as well as the good. It even may be one of the big reasons why our mills have been running twenty-four hours a day so much of the time during the business depression of the past months.

Working closely with and for the dealer pays. Our dealers are the proof that it pays.

A. D. Kilham.

BIRD NEPONSET PRODUCTS

BUILDING AND ROOFING DIVISION

ASPHALT SHINGLES, RED OR GREEN SLATE SURFACED

Bird's NEPONSET Twin Shingles are used for roofing the finest residences. The twin shape is ideal for quick handling and insures a saving in time, labor and nails. Size 20" x 12¾". May be used on any roof where the pitch is not less than four inches to the foot.

Bird's American Twin Shingles are shorter than the NEPONSET Twin and weigh less per square. Size 20" x 10". May be used on any roof where the pitch is not less than six inches to the foot.

Bird's Proslate Shingles are individual shingles of good quality. Size 8" x 12¾".

ROLL ROOFING, RED OR GREEN SLATE SURFACED

Bird's Art-Craft Roof is a designed roofing for use on residences. It is usually applied right over old wooden shingles.

Bird's Shingle Design Roofing is a low cost, sturdy roll roofing, finished with an attractive design. The effect is similar to shingles of the popular asphalt type.

Bird's Slate Surfaced Roofing is adapted for use on roofs where "color and appearance" as well as durability are important points in the selection of the kind of roofing to use.

ROLL ROOFING, SMOOTH SURFACED

Bird's Paroid Roofing, manufactured in two weights, is used to cover factories, warehouses, large barns and other buildings where a very high-grade roofing is required. This roofing has given satisfaction for over twenty years.

American Ready Roofing, three weights, is similar to Paroid, but is not as high quality roofing.

ROLL ROOFING, MINERAL SURFACED

Bird's Granitized Roofing, two weights, is surfaced with a green mineral which gives an exceptionally durable roof at a reasonable price.

BUILDING PAPERS

Bird's NEPONSET Black Building Paper is used back of clapboards and stucco, under shingles, both asphalt and slate surfaced.

Coted Waterproof Building Paper is coated but is not saturated with waterproofing material.

Bird's American Waterproof Building Paper is saturated but is not coated with waterproofing material.

WALL BOARD

Bird's NEPONSET Board Cream White is a waterproofed board used in place of laths and plaster, one side cream white, the other light tan.

Bird's American Wall Board is the same color both sides—a cream color, almost white in fact. Can be painted any desired color.

SPECIALTIES

Bird's Asphalt Felt is used for insulating purposes for use under slate and asphalt shingle roofs.

Bird's Built-up Roof is used on factory and office buildings.

Bird's Roofing Paint, Red and Black, is a waterproof paint made especially for use on roll roofings.

B. & S. Deadening Felt is used in walls and between floors to exclude heat and cold and prevent the transmission of sound.

FLOOR COVERING DIVISION

Bird's NEPONSET Rugs are made in a variety of colors and patterns.

Bird's NEPONSET Floor Covering is made in patterns suitable for any room in the house.

Bird's NEPONSET Rug Border is made in Plank and Parquet patterns and is suitable for use around large rugs and in hallways.

Bird's Lining Felt, a standard felt to be used under carpets, linoleum and printed floor coverings.

BOX DIVISION

Bird's NEPONSET Fibre Shipping Cases, made of heavy fibre board, replacing wooden boxes for shipments up to 90 pounds.

Bird's NEPONSET Shoe Cartons, shipped flat, to be set up as used in shoe factory.

Tack Boxes, the standard boxes of the trade for shipping tacks and screws.

Bird's NEPONSET Flower Pots of waterproof paper, for shipping and re-planting.

SPECIAL PAPER DIVISION

Cartridge Paper, used by manufacturers of cartridges and shot shells.

Rocket Paper, for the manufacture of rockets.

Black Tube Paper, for lining electric light sockets and other fixtures.

Press Board, for use in the manufacture of guide cards and other office supplies.

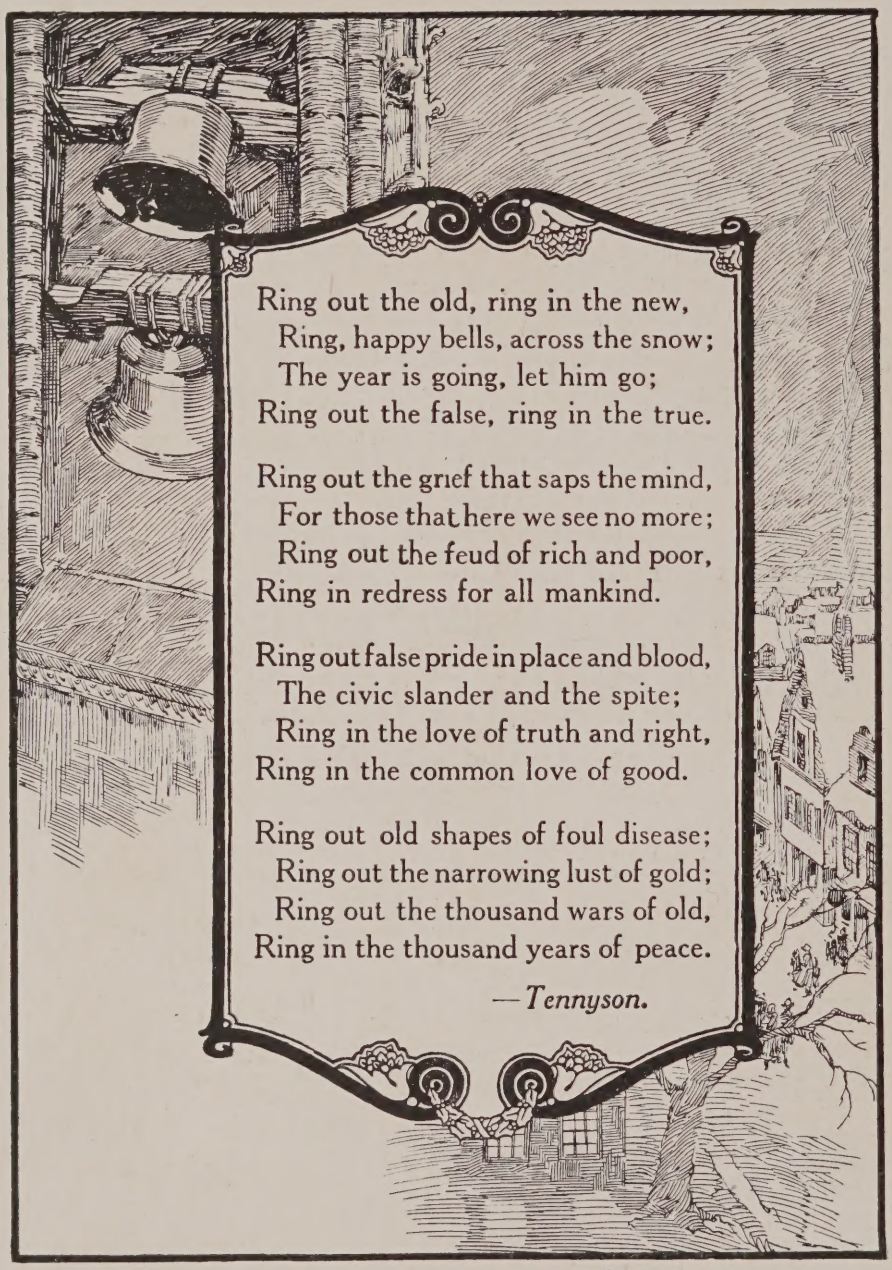
Binders' Board, for book covers.

Bird's Case Lining, a pliable waterproof paper for lining shipping cases.

BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

Chicago Office and Plant 1472 West 76th Street **Canadian Office and Plant, Hamilton, Ontario**

Ring Out, Wild Bells.



Ring out the old, ring in the new,
Ring, happy bells, across the snow;
The year is going, let him go;
Ring out the false, ring in the true.

Ring out the grief that saps the mind,
For those that here we see no more;
Ring out the feud of rich and poor,
Ring in redress for all mankind.

Ring out false pride in place and blood,
The civic slander and the spite;
Ring in the love of truth and right,
Ring in the common love of good.

Ring out old shapes of foul disease;
Ring out the narrowing lust of gold;
Ring out the thousand wars of old,
Ring in the thousand years of peace.

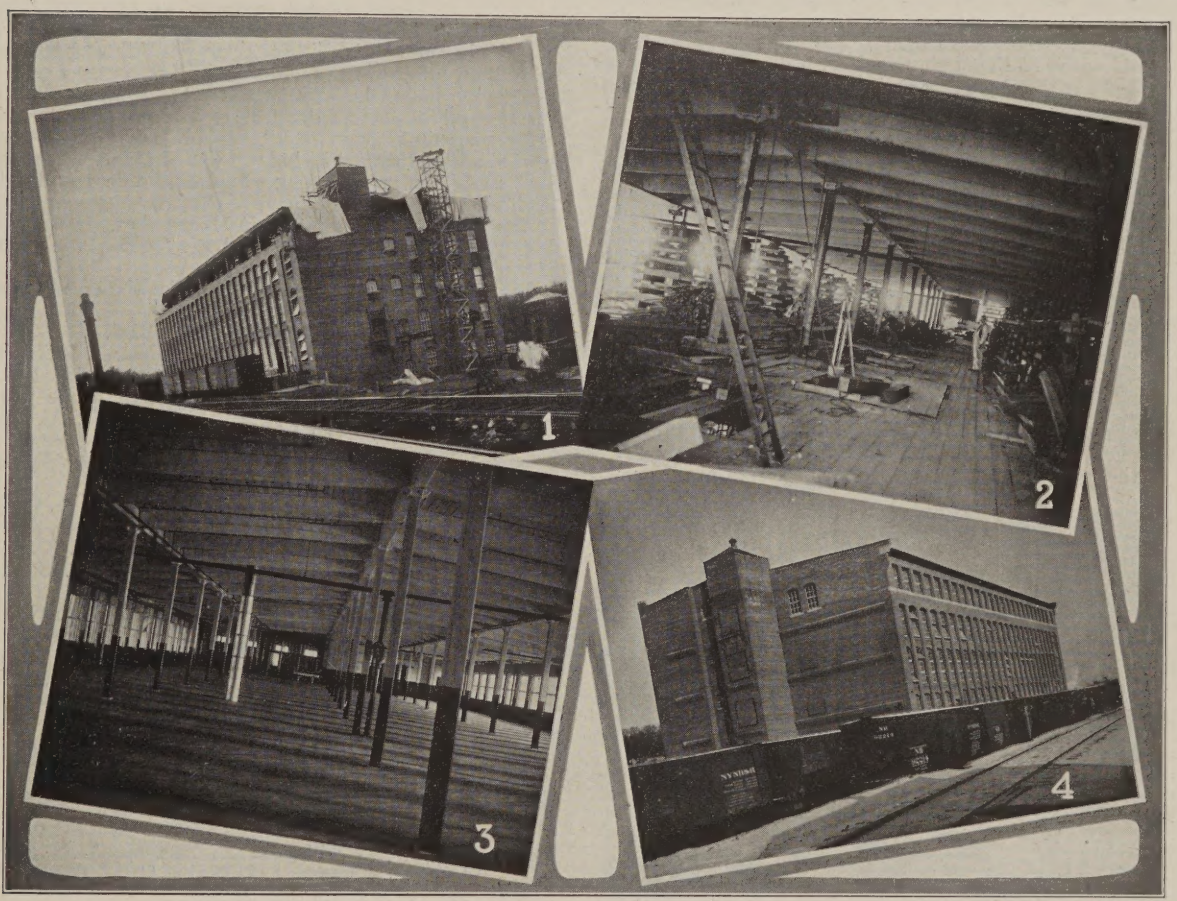
—*Tennyson.*

Neponset Review

FEBRUARY, 1922

VOL. IX. EMPLOYEES' CLUBS NUMBER NO. II

Addition to No. 1 Box Shop Completed in 47 Working Days



1. View taken December 3, showing roof raised ready for side walls. 2. Interior taken December 3, showing method of raising roof with jacks and cribbing. 3. Completed interior, taken January 11. 4. Completed exterior, taken January 11, from upper level.

The new fourth floor addition to No. 1 Box Shop has been finished. Several views are shown, taken during the various stages of construction, which indicate the progress of the work. The additional floor was obtained by raising the roof and building up the walls as the roof was being raised. The new floor has an area of approximately 20,000 sq. ft. The arrangement is a duplication of the third floor. The interior walls are faced with white sand lime brick which give a pleasing appearance and produces a finish which does not require painting.

The general contractors, Somers & Drisko of Boston, started work on November 9, 1921, and finished January 11, 1922. Construction was conducted without interrupting production on the third floor. Delays were encountered due to bad weather, but the work was finished practically on scheduled time. The contractors deserve much credit for the excellent performance of the job.

THE FEBRUARY REVIEW

In th's number of the "Review" we give a brief account of Bird & Son employees' clubs and activ'ties in the different plants. On account of lack of space, we are unable to include the many branches of sports, such as tennis, baseball and handball, that are carried on in their seasons, nor of many of the smaller groups.

Those we mention are the larger and more general ones which are of most interest to all our readers.

MUTUAL BENEFIT ASSOCIATION

The Bird & Son, inc., Employees' Mutual Benefit Association was organized in 1901. It was one of the first of its kind in this state if not in the country. The idea was conceived late in the year 1900 in the "House on the Hill," and was immediately accepted by the men in the plants. A temporary organization meeting was held on January 11, 1901, and one week later, on January 18, 1901, the first regular annual meeting was held. Since that time the Association has been of tremendous service to its many members.

In the early days of the Association, our organization was much smaller than it is at present and, consequently, the membership was small. As our mills grew, the membership grew so that today we have a membership of 1140 aside from the Benefit Association which has been organized for Hamilton and Pont Rouge and which is an outgrowth from the parent plant.

For the benefit of some of the newer members of our organization, let us go back to the beginning. At that time the members paid fifty cents per month dues, and received, when sick, or disabled, seven dollars per week. This plan carried through until 1910, when the present constitution and by-laws were adopted and the insurance was put into the State Savings Bank Insurance hands. Since 1912 the membership of this Association has nearly trebled, giving us our present large number of members.

In 1917 amendments were made to the by-laws whereby benefits were increased from thirteen weeks in any twelve consecutive months to twenty-six weeks in any like period. Also, in cases where members were out four or more weeks, the first week's benefit was paid. During this same year the Executive Board also provided free physicians' services to the members, which has proved of great benefit.

Mutual Benefit Association Officers
W. F. Geary, Pres. R. L. Tupper, Vice Pres. D. J. Cullinane, Sec. J. J. Linnehan, Treas. J. F. Dower.

From 1910 to 1917, the revenue of the Association was considerably in excess of the expenditures; consequently, the increased benefits were made. The year following this increase, however, the Association met its hardest year. During that year the influenza epidemic was raging, and in two months (October and November, 1918) the Association paid out more money than in any previous year, or, to be exact, $10,153.34. The epidemic continued for a few months and the drain on the treasury was considerable. In the spring of 1919, however, conditions became more normal and, since that time, our surplus has remained about the same.

Previous to 1919 each member was insured in the State Savings Bank by an individual policy. The cost of these policies, however, were fairly large and, on account of the Group Policy plan, which the State had recently started, it was found that we could insure under this plan for $200 at a cost of practically the same as the $100 policy. Consequently, this change was made affecting all employees within this State.

During the past ten years the total amount paid out in benefit claims has amounted to the large sum of $71,513.12. In addition to this, during the last five years, $16,112.00 has been paid out for doctors' bills.

The list of past presidents of the Benefit Association, since its start, are as follows:

J. B. Hanscom, 1901 to 1905
T. P. Maguire, 1906
C. H. Smith, 1907 and 1908
G. R. Wyman, 1908 and 1909
J. E. Smith, 1910 and 1911
S. W. Smith, 1912
D. J. Cullinane, 1913
J. J. White, 1914
C. A. Bennett, 1915
A. E. Currier, 1916
J. J. Linehan, 1917
Herbert Harrison, 1918
M. J. Dailey, 1919
W. F. Sline, 1920
A. C. Urquhart, 1921
W. F. Geary, 1922

THE BIRD CLUB

Much has been printed in the "Review" during the past year about our newest social organization.

Our club house, located as it is near the main plant, is not excelled in New England, if in the country.

Membership is open to all Bird & Son men wherever located and at present includes a list of about three hundred members, representing all plants, offices and sales territories.

The club was organized in November, 1920. The first year was very successful both from a social and financial standpoint.

The list of officers and committees for the current year are as follows:

Honorary President: Charles Sumner Bird.

President: W. W. Wilson. *Vice-President:* S. W. Smith.

Council: C. W. Conrad, R. H. LaFountain, H. C. Jepson, F. B. Duncan and S. H. Kay, for three years; P. R. Allen, J. J. White, A. H. Anderson, D. A. Jones and H. H. Miller, for two years; and M. J. Hawkins, S. W. Smith, W. W. Wilson, J. F. Maguire and G. R. Wyman, for one year.

Secretary: B. D. Rogers. *Treasurer:* D. A. Chase.

Executive Committee: P. R. Allen, Chairman, G. R. Wyman, R. M. LaFountain, F. B. Duncan and D. A. Jones.

Auditing Committee: A. H. Anderson, W. E. Sumner and E. H. Bartlett.

Athletic Committee: M. J. Hawkins, Chairman, W. F. Geary, J. E. Dine, R. L. Tupper, S. F. Martin, W. F. Murphy, J. W. Hammond, A. C. Urquhart, W. J. O'Donnell, F. B. Duncan, R. O. Fisher, Samuel Hunter, Frank Sutherland, Harold Higgins, Albert Smith and E. F. Murphy.

Entertainment Committee: W. J. Score, Chairman, A. V. Wilson, S. W. Smith, J. E. Curran, W. F. Geary, B. R. Taylor, J. E. Conley, H. L. Badger, R. H. Hood, H. C. Jepson, L. W. Pierce, J. B. Maguire, F. L. Whitcher, B. D. Rogers, L. R. Bernier, F. C. Bassett, D. A. Chase, R. B. Wadsworth, P. N. Hills, W. R. Duncan, J. R. Ghen, A. C. Buell, E. M. Lines, J. J. White, Frank Whitehead, George Wallace and Maurice Mason.

Membership Committee: L. E. Tarr, Chairman, F. W. Fisher, S. H. Kay, H. A. Wentworth, H. C. Anderson, D. J. Cullinane, E. F. Murphy, J. H. Maguire, J. L. Dine, H. L. Tower, F. L. Murphy, J. L. Linnehan, J. W. Hammond, J. E. Smith, F. J. Ellis, J. F. Maguire, Frank Sutherland, B. R. Taylor, L. M. Pratt, H. E. Rouillard, C. J. Watson, E. L. Connolly, H. S. McKenzie, E. D. Huggard and Stanley Haste.

Library Committee: H. W. Dixon, Chairman, H. F. Knight, G. F. Garland, J. H. Kivlin and P. N. Hills.

House Committee: S. B. Montgomery, Chairman, P. H. Bailey, J. H. Smith and J. B. Maguire.

PAPER MAKERS' SOCIAL CLUB

This club is composed of the paper makers in the main plant and was started on the 1st of January, 1917, under the name of the Paper Makers' Social Club. The first president was John J. Linnehan, who served for two years. He was succeeded by Joe Knaus, who served during 1919, and he was followed by Dan Jones, who holds the office at the present time. From time to time this live group of Bird & Son men have held several whist parties and dances, and are now planning a series of cribbage parties to be held in the Brigade Room. The big event of the year is the annual banquet at which the officers are elected. This year the banquet was held at the Bird Club, January 1, where an excellent menu was served, after which brief speeches, bringing out the strong spirit of fellowship which exists among our paper makers, were made by those present. The officers for 1922 are: Dan Jones, president; Walter C. Sword, vice-president; Michael McDonagh, financial secretary; John M. Smith, recording secretary; Wm. H. Boyden, Jr., treasurer.

SUGGESTION COMMITTEE

The Suggestion Committee, which meets regularly on the first Wednesday of each month, passes on all suggestions for new products, new methods, and improvements. A prize of $5.00 is awarded for each accepted suggestion, and yearly grand prizes of $100.00, $50.00 and $25.00 are awarded to those who stand first, second and third, respectively, in the total number of accepted suggestions for the year. The contest is open to all employees of Bird & Son, inc., except heads of departments, foremen, employees on development work, members of the Recommendation Committee and members of the Executive Committee. Each suggestion is carefully considered by the Recommendation Committee and passed on to the Executive Committee for final award. The members of the Recommendation Committee are: C. W. Conrad, chairman, H. N. Mann, W. E. Sumner, P. H. Bailey, S. W. Smith, B. D. Rogers, A. H. Anderson, H. H. Miller, S. B. Montgomery and M. E. Kaler, secretary. The Executive Committee consists of C. S. Bird, P. R. Allen, G. R. Wyman.

SAFETY COMMITTEE

One of the most earnest organizations we have is that which has for its object the furtherance of safety. Each local plant has a safety committee, of which the superintendent is permanent chairman. The superintendents of the plants, together with the Safety Inspector and the Superintendent of the Labor Bureau, form the Central Safety Committee. The local committees meet regularly every month, consider the accidents which have occurred and means of preventing further accidents, make inspections of the plants, make recommendations as to guards and other improvements, and in general do all they can to make their particular plants show a clean bill of health in the matter of accidents. The Central Safety Committee also meets each month, reviews the reports of the local committees, investigates accidents and endeavors to determine how to prevent their recurrence, and outline programs for safety education. The Safety Inspector makes regular visits to all the plants, investigates accidents, recommends improvements which mean safety to workers, and gives whatever assistance he can to the committees.

The local committees are selected twice every year by the Central Safety Committee so that many men in the plants have an opportunity to serve in this work of helping to prevent accidents to their fellow workers.

The present organization is:—

Central Safety Committee: B. D. Rogers, Chairman, S. W. Smith, F. B. Duncan, E. M. Lines, E. L. Chamberlain, F. A. Fisher, H. A. Wentworth, G. R. Wyman, C. W. Conrad, T. G. Henderson, S. B. Montgomery.

East Walpole Sajety Committee: S. W. Smith, Chairman, J. B. Maguire, J. J. Burke, R. L. Tupper, R. G. Le Fountain, David Regan, Sr., Jeremiah Coughlin, A. A. Smith, F. W. Fisher, H. D. Taylor.

Floor Covering Safety Committee: E. M. Lines, Chairman, L. R. Bernier, P. J. McCall, James O'Brien, A. E. Bown, Alfred Burdett, F. W. Fisher.

Building and Roofing Safety Committee: E. L. Chamberlain, Chairman, L. M. Pratt, Andrew Galvin, William MacDowell, John Mattson, John Fitzgerald, Charles Miller, F. W. Fisher.

NEPONSET CREDIT UNION

August 11, 1915, the Neponset Credit Union, a regularly organized bank, incorporated under the laws of Massachusetts, was established to promote thrift among its members by giving them an opportunity to save money in small amounts and to obtain loans in moderate amounts. The spirit of the association is cooperation. Any member of Bird & Son, inc., Employees' Mutual Benefit Association may become a member of the Credit Union. The first year, 5 per cent dividends were paid on shares. The amount of dividends has steadily increased so that the past few years, 7 per cent dividends have been paid. The interest rate on savings is now 4½ per cent. There were 23 members when the Union was started. At the close of 1921, there were 361 members, 178 investors and 98 borrowers. A. H. Russell was the first president, and he served until 1920, when he resigned, and was succeeded by Warren E. Sumner, who now holds the office. B. R. Taylor, secretary, has held this office from the beginning.

Neponset Credit Union Officers
A. W. Smith, Treas.; W. E. Sumner, Pres.; B. R. Taylor, Sec.

The members of the Board of Directors, A. C. Urquhart, John White, J. H. Smith and B. R. Taylor have also held office since incorporation. Albert W. Smith is treasurer, H. H. Miller, George Smith and D. J. Cullinane are members of the Credit Committee, which passes on all applications for loans, and A. H. Russell, A. H. Anderson and B. D. Rogers are members of the Supervisory Committee.

THE FIRE BRIGADE

In order to protect the plants in case of fire, the Fire Brigades were organized in 1906, and now in each of Bird & Son's plants we have a thoroughly organized department. Including all plants the personell will run nearly two hundred members in the various brigades. Each plant's department is under a chief or deputy chief who also have day and night assistants. The members are divided into companies, each with its captain and lieutenant. There are also pump men, reel crews and other men needed to adequately take care of fires. These crews hold drills every month and do special watch duty on holidays or when the mill is down. Each man is especially instructed as to the fire-fighting equipment and its location, from whom he shall take orders and what his own duties are. Once a year the members have a get together, when they relax from the strain of the alertness called for at drills and fires, with food, music and speech making.

THE CHRYSANTHEMUM CLUB

About a year ago, a group of Box Shop girls met and organized a social club which they named the Chrysanthemum Club. They meet regularly on the first and third Mondays of each month, and the members have held many enjoyable meetings. Last year, a number of the girls made some very good-looking reed trays, and this season

Officers of Chrysanthemum Club
Elizabeth Brady, Treasurer; Viola Readel Secretary; Clara Burke, Vice President; Nena Holmberg, President.

have continued their basketry work. Several coaster sets, small flower vases, and work baskets have already been completed.

For their guests at their Christmas party, the members gave a short play, "A Tableau Vivant," in the Neponset Club Room, showing considerable dramatic talent as well as ingenuity in devising stage settings. Olive Burke, as the bored, selfish society girl, and Catherine Geraghty, her outspoken young brother, were excellent, as were Clara Burke as the dignified mother, Mazie Driscoll as the demure niece and Minnie Milesky as the novel-reading sister. The "men" of the cast portrayed by Nena Holmberg and Elizabeth Brady also received many well-deserved compliments on their acting.

The meetings planned for the coming few months promise more good times for this group of girls who are fast gaining a well-deserved reputation for doing well what they undertake, whether it is staging a play, making baskets or conducting a costume party. The present officers are: Nena Holmberg, president; Clara Burke, vice-president; Viola Readel, secretary, and Elizabeth Brady treasurer.

THOSE HEADACHES

There is usually a reason for the frequently occurring headaches. Have you looked into the cause?

Does your head ache after you have worked over a ledger for a time or read for an hour or two? If so, do you wear glasses or have you ever had your eyes tested? Or, if you already wear glasses, do they need changing?

Have you had headaches from a disordered stomach or irregular evacuation of the bowels? Try eating less pastry and heavy foods, and more vegetables and coarse foods.

Do you have headaches at the end of the day from being shut up in an office, confined to a desk? Have you tried exercising in the open air to offset this?

While there probably is less to attract most people out of doors at this time of year than in the spring and summer, there are skating and snow sports. If you do not like these, walk back and forth from work and avoid the crowded street car. Begin by walking at least one way.

If you cannot find the reason for your headaches, come to the clinic and see the doctor, or drop in and visit your own family physician. Have a talk with him. It may be only a simple thing that you have not been able to discover for yourself, which needs only a simple remedy for a cure.

M. R. Leavitt, R. N.

THREE DIVISIONS TIE FOR SAFETY BANNER
FB — FX1 & 2 — EM & ER

Only Four Lost Time Accidents in December
Best Record for Any Month in 1921

Standing of Divisions

	Employees	Accidents	Days Lost	Standing
FB	265	0	0	1.000
EM & ER	131	0	0	1.000
FX1 & 2	173	0	0	1.000
DM	227	2	14	.945
FF	131	2	17	.922

Just to show 1922 what can be done, three plants went the entire month without a lost time accident. December, with only four accidents for the month, is the best record for the past year.

After two months without an accident, the Main Mill had two.

Floor Covering also had two for the month.

Three out of the four accidents were caused by being caught in rolls.

Safety Committee.

JANUARY ACCIDENTS

Up to January 27 there have been five lost time accidents during this month.

Building and Roofing have had four of these: George Bunson, FBP, lost 2 days on account of injured shoulder; John Greeley lost 3 days from dropping an iron hook on his foot; Joseph Smith jumped onto a nail and was laid up 8 days; Oscar Gustafson slipped on the ice on roof and cut three fingers, losing 14 days.

William Koehler was injured on No. 4 machine on June 11, when, in trying to take some paper from dryers, his left hand and arm were caught between the dryer felt and dryer. Fortunately the power was not on when his hand got caught, as the clutch had just been thrown out. The momentum, however, was enough to pull his arm in up to the shoulder and he is still confined to the hospital with a severe strain and burns.

HISTORY OF PAPER MAKING

A very interesting meeting of the Paper Makers Social Club was held Sunday afternoon, January 21st, in the Brigade Room, with about fifty of the members and their friends present. Mr. Philip R. Allen outlined the history of paper making from the earliest record we have of crude symbol writing on stone through the development of papyrus in Ancient Egypt, and the introduction of paper into Europe by Chinese paper makers captured in war.

The talk was entertaining as well as highly instructive, and the attentiveness of the audience showed their keen interest in the story of the progress of this great and important industry.

TWENTY-FIRST ANNUAL MEETING OF THE E. M. B. A.

The twenty-first annual meeting of the Bird & Son, inc., Employees' Mutual Benefit Association was held in Bird Hall, Tuesday evening, January 10th, 1922, at 8.15 p. m. The meeting was in charge of President Andrew C. Urquhart.

The minutes of the previous annual meeting were read and accepted.

The Treasurer's report was read and accepted.

The Secretary's report showed that the number of members at last report was 1106. 354 joined during 1921, 320 lapsed, and 34 were added, making the total number of members on December 31st, 1921, 1140.

The report of the chairman of the Investigating Committee was read and accepted.

The following amendments to the Constitution and By-Laws were acted on and accepted:

AMENDMENTS TO CONSTITUTION AND BY-LAWS OF BIRD & SON, INC., E. M. B. A., ADOPTED AT ANNUAL MEETING, JANUARY 10, 1921

Page 6. Article IV, Section 4. After "An Investigating Committee of five persons," add "one of whom shall be a woman, and at least one member from each Norwood plant."

Page 17. Article XI, Section 1. Substitute for "Superintendent of the plant at which he is employed" the following: "Secretary of the Association."

In the sixth line substitute "seven" for "fourteen."

At the end of the above Section add ("This notification can be made verbally or by written notice. For the convenience of the members, the Association has a supply of post cards for use in notifying. It is not necessary, however, to use these cards if the notice is given in some other way.")

Cross out "And provided, also, that no weekly benefit paid to a member in Class A shall exceed his weekly wages."

Page 18. Article XI, Section 2. To read as follows: "Benefits shall begin with the eighth day of disability; but any member failing to notify the Secretary of the Association, as provided for in Section 1 of this article, within seven days from the date of commencement of his sickness or disability, shall not be entitled to receive benefits until notification is received."

Page 18. Article XI, Section 3. "No member shall be entitled to receive any benefits until he or she shall have been a member of the Association at least thirty days, and no member shall be entitled to receive any benefits for sickness contracted within the first thirty days."

Page 19. Article XI, Section 5. Substitute "Secretary of the Association" for "Superintendent of the plant at which he is employed."

Page 19. Article XI, Section 7. As follows:—"No member shall be entitled to receive more than twenty-six weeks' benefit for any one sickness."

Page 19. Article XII, Section 1. Change to read as follows:—"Upon the decease of a member of this Association, the Secretary of the Association shall at once notify the savings insurance bank with which the policy contract of the deceased member is outstanding, and arrange for the payment to the designated beneficiary of the sum of $200 as provided in the policy."

Page 19. Article XII, Section 3. Change to read as follows:—"Any member desiring to change his or her beneficiary shall notify in writing the Secretary of the Association, whose duty it shall be to arrange with the savings insurance bank for the making of the change requested by the policy holder."

The election of officers resulted in the following being elected: W. F. Geary, president; R. L. Tupper, vice president; D. J. Cullinane, secretary; J. J. Linehan, treasurer; investigating committee, J. F. Dower, F. L. Murphy, E. J. Geraghty, J. G. Sword, M. R. Leavitt.

It was voted, on the question of the Investigating Committee, that the woman receiving the highest number of votes of the women candidates be elected. The man from FB and FF receiving the highest number of votes in the list of candidates from their respective plants be elected.

It was voted that the Executive Board have new Constitutions and By-Laws printed.

Messrs. Salisbury and Holter represented the Phillipsdale branch.

A rising vote of thanks was extended Bird & Son, inc., for their financial and other assistance during 1921.

The meeting adjourned at 9.45 p. m.

(Signed) D. J. Cullinane,
Secretary.

BIRD & SON, INC., EMPLOYEES' MUTUAL BENEFIT ASSOCIATION

Year Ending December 31, 1921

Receipts

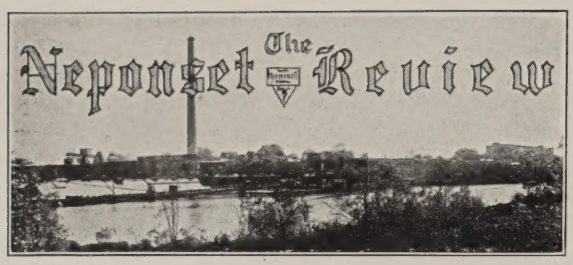
Bank balance, January 1, 1921	$ 2,368.98
Dues paid	7,532.80
Bird & Son contributions	7,532.80
Dividends on insurance premiums	1,557.61
Shares withdrawn from Walpole Coop. Bank	1,632.25
Entrance fees	354.00
Dividends on investments	599.30
Return on loans	650.00
Outstanding checks credited back	130.87
Benefit refunds	30.01
Refund on insurance premiums	6.03
Interest on deposits	58.28
	$22,452.93

Expenditures

Loans paid Neponset Credit Union	$ 4,400.00
Sick benefits	9,695.84
Physicians' fees	3,616.00
Insurance premiums	3,071.73
Salary of officers	350.00
Treasury certificate	500.00
Interest on loans	109.66
2050 lithographed checks	62.50
Bird & Son for supplies	52.73
Sundries	16.66
Rent of Bird hall for annual meeting	5.00
Premium on treasury bond	5.00
Rent of safe deposit box	5.00
Bank balance December 31, 1921	562.81
	$22,452.93

Net assets December 31, 1920	$5,419.98
Net assets December 31, 1921	7,207.81
Increase	$1,787.83
Total assets	$7,207.81
December 31, 1920 membership	1106
December 31, 1921 membership	1140
Increase	34

ARE YOU A MEMBER OF THE M. B. A.?



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Editor and Publisher, B. D. Rogers

Correspondents

Sales	P. H. BAILEY
Library	A. S. BLANEY
Suggestions	M. E. KALER
Floor Covering	H. E. ROUILLARD
Building and Roofing	E. L. CHAMBERLAIN
Main Office	A. M. BROWN
Pont Rouge	E. A. DESLISLE
Hamilton	W. R. McNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	S. W. SMITH
Chicago	W. W. WILSON
Athletics	A. W. SMITH
Health	M. R. LEAVITT

Printer
F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

When some one told Abraham Lincoln that he hoped God would be on his side, Lincoln answered, "I am not so much concerned to have God on my side, as to try to put myself on God's side."

WASHINGTON—LINCOLN

It is true, is it not, that whenever we think of either Washington or Lincoln, almost invariably we think of the other great American whose birthday occurs in the same month? Washington and Lincoln, Lincoln and Washington, how closely the two names are allied in our minds! But how much the two men have in common in our hearts today only serves to accentuate the remarkably few things they had in common during their lives.

Washington, born of an aristocratic colonial family owning a British coat of arms, wealthy, cultured, attractive, and having a large circle of influential friends, is quite a contrast to Lincoln, humble, poor, lettered but uncultured, ungainly, and practically unknown in the cities of the East, which, at that time, thought themselves the all-important portion of the nation. Where could we find two men more diametrically opposed by nature and environment?

They did, however, share a largeness of heart and a devotion to a noble cause, and they did love America above all things else. After all, it is for the few things they have in common that we admire them and reverence their memory.

We are inclined to feel a little shy of Washington. He is so grand that the average one of us feels toward him something of the same deference that we would toward royalty as such. But with Lincoln we would feel at home immediately. His humanity, his breadth of sympathy, his very commonness, finds for him a place in our hearts such as no other President, great or small, can claim. No greater evidence of his popularity could be found than the fact that so many of our public men boast of taking him as their ideal, and try to follow him.

"THE GO GETTER"

I have an autographed copy of a little squib of a booklet written many years ago by Elbert Hubbard, called "A Message to Garcia."

It is a simple tale, told in virile language, of a man who did the thing he was sent to do.

The scene is laid at the time of the Spanish War. This man was sent with a packet of mail to be delivered to General Garcia, who was "somewhere" in the interior fastnesses of Cuba. The courier asked no questions, but delivered the message.

This story, based on fact, caused a great deal of discussion at the time and was printed and distributed by the million copies.

I have just read a little story that reminds me of "A Message to Garcia." It is called the "Go Getter" and has been sent out by Sawyer to all the salesmen in the Floor Covering Division.

A copy of this story is in the library and is worth while reading for any young man, no matter what his job. It is a mighty interesting and unforgettable *short* story about a deformed Army War Veteran who had the "pep" and the "punch" to accomplish his object. Rouillard, FF.

THE NEW BUS LINE

On January 1 we were all glad to see the new fleet of busses that the Norfolk & Bristol Company had put into operation. The equipment consists of three large, modern Packard busses, which will be used during the rush hours, and for lighter service two new Rockway busses have been provided. They are all of higher grade than Walpole has heretofore had and, from the appearance and the schedules, will undoubtedly give reliable and satisfactory service.

The new busses are low hung, easy to enter and leave, and very comfortable to ride in. Regular schedules are in operation between Walpole and East Walpole, Walpole and South Walpole, and Walpole and Norwood.

The schedule for the busses between Walpole and East Walpole is as follows: Leave Walpole for East Walpole at 6.40, 7.45, 8.45, 10.45 and 11.45 a. m., and 12.45, 2.45, 3.45, 4.45, 5.05, 5.45, 6.45, 7.45, 9.45 and 10.45 p. m. Leave East Walpole for Walpole at 7.00, 8.00 and 11.00 a. m., and 12, 1.00, 3.00, 4.00, 4.40, 5.00, 5.20, 6.00, 7.00, 8.00 and 10 p. m. The Sunday schedule is as follows: Leave Walpole for East Walpole at 7.45 a. m. and hourly until 9.45 p. m. Leave East Walpole for Walpole at 8 a. m. and hourly until 10 p. m.

The Company has also established a five cent zone fare system which is far superior to the old flat rate system and has encouraged much more riding.

The community is indebted to a large extent to the Walpole Transportation Committee who have, for several months, been at work on this problem and who are, more than anyone else, responsible for its solution. The members of this committee are P. R. Allen, chairman; J. A. Valentine, secretary; E. O. Christiansen, H. P. Kendall, J. B. Rooney, H. A. Whiting, W. E. Hale and J. S. Leach.

OUR MAIL BAG

In "Our Mail Bag" this month we are answering a letter from Mr. Daniel J. Driscoll on the wood pulp situation of the United States. We have gone rather fully into this question without going into too much detail. The figures are amazingly large to all of us and give us some idea of the vastness of the paper industry.

It is letters and requests of this kind which, we think, will allow the "Review" to serve our readers; and, whenever such a request is received, we shall do our best to answer it as completely and correctly as possible. We hope we can get other letters of this same sort along other lines of our business. (Editor.)

To the Editor:

Sir: In a recent edition you informed us the paper industry was one of the principal American products. According to your statistics a vast number of mills are employed in its production, and give employment to thousands of people. Having seen that an analysis is being performed on the various grades of paper made in the mill, and also on the pulp which we use to a great extent, I thought it an opportune time to ask a few questions.

Will you please state, through the "Review," why we cannot produce this pulp in the United States when it is so essential? You might, also, differentiate between the different grades, giving the particular value of each and the annual consumption for the different grades.

Hoping you will give us the desired information, as I am sure it will be beneficial to most of your readers.

(Signed) Daniel J. Driscoll,
Department, DMC.

December 23, 1921.

THE PAPER AND PULP INDUSTRY

The pulp question in the United States is a big one and one that cannot be answered at length in the "Review." We hope however, that our reply will prove of sufficient merit to arouse more interest among our employees; and, in this respect, we want to refer anyone looking for further information to our Library files, where many good books and much material may be found on the subject.

America today leads the world in the production of all grades of paper. The United States can produce and is producing every kind of pulp that is used in the paper consumed by the nation, and is constantly experimenting with new pulping materials.

There are two reasons, however, why the United States paper industry is menaced, and particularly its pulp mills. One is the forestry situation, and the other is the debased currency and low labor costs in European countries.

A recent bulletin published by the American Paper and Pulp Association, for which the material was prepared by the United States Forest Service, shows that the forests, particularly in the east, from which our pulp wood is secured, are being cut faster than new trees are being grown. The United States has enough cut over land to provide, if planted to trees, protected from fire, and given reasonable taxation, to grow all the pulp wood and lumber needed, with existing forests, to provide a continuous supply of raw material for America's mills.

To Use Idle Land

The United States is today trying to meet this shortage by legislation at Washington to insure the utilization of this idle land, through the Snell bill, which is sponsored by the American Paper and Pulp Association, and other national organizations.

Meanwhile the United States is making increasing quantities of pulp other than sulphite from other woods than spruce, which are reduced by the sulphate and soda processes. By these processes, less costly wood than the spruce so valuable for sulphite is being used.

While the United States can and does make all kinds of pulp, its factories are menaced by cheap foreign labor. In Germany, the wages paid are so far below the standard of American paper mill workers that, translated into buying ability, the German worker only receives in a week what the American worker gets in a day, and in many parts of the paper mill the German worker gets even less. The hourly wage in Germany, with its debased currency, with the mark worth less than half a cent, is equivalent to about 7 cents an hour for machine tenders.

With these conditions, the German mills can ship paper to the United States at a lower cost than it can possibly be made in this country. Unless an adequate tariff is secured to protect the American mill worker from this cheap labor and proper steps taken for the protection of the pulp wood forests, the future of the paper mill in America is not bright. If the industry does not prosper, the worker in the mill will suffer in turn.

Forest Fires

Another serious menace is the forest fires in the United States. During 1920, there were 14,463 forest fires in the pulp wood regions of the United States, burning over 2,059,408 acres. These tremendous losses by fire greatly handicapped the industry and a future forest policy was determined, for the problem of artificially planting new forests would be enormously minimized if the loss by fires in growing forests could be eliminated. In the New England states alone there were 2419 fires of which 1619 were in this state. 164 occurred in Maine, burning over an area of 39,803 acres. The fires in 1921 did even more damage in the New England states, although no figures are yet available.

It is estimated that the total damage by forest fires throughout the country, in 1920, was $6,319,641. Accordingly W. B. Greeley, Chief Forrester of the United States Forest Reserve, has said that, if the forest fire menace could be eliminated, promise of future forests for the country would be greatly simplified.

Wood Used

The consumption of pulp wood in 1920 was 6,114,072 cords. The following tabulation shows the number of cords of wood used and percentage of the total consumption reduced by each process:

Process	Cords	Per Cent
Sulphite	3,202,380	52.4
Mechanical	1,591,378	26.0
Soda	923,695	15.1
Sulphate	396,619	6.5

It requires an average of 1.58 cords of wood to produce a ton of pulp, or by the separate processes as follows: sulphite, 2.2 cords; soda, 2.06 cords; sulphate, 2.13 cords; mechanical, 1.00 cord.

The following figures on the wood pulp production show the aggregate 1920 output was 3,821,704 tons. The following table gives the per cent of total production derived from each process:

Process	Pulp Production in 1920. Tons	Per Cent Total Production
Sulphite	1,585,834	41.5
Mechanical	1,583,914	41.5
Soda	463,305	12.1
Sulphate	188,651	4.9

The average value, f. o. b. mill, for all pulp produced in 1920 was $72.20 per ton, divided as follows:

	Average Value
Mechanical	$ 38.58 a ton
Sulphite	93.23 a ton
Soda	109.60 a ton
Sulphate	85.97 a ton

This gives a total valuation for the 3,821,704 tons of $275,941,213.

During the same year (1920), there was imported into this country 906,207 tons of wood pulp, while our export of wood pulp showed a total of 32,133 tons.

On account of lack of space, we are unable to go into these figures more in detail, but we sincerely hope that our answer will prove of sufficient interest to some of our readers that they will want to look into the matter further.

Notes from the Plants and Offices

MAIN PLANT

Martin Flaherty, DMW, has been granted a two months' leave of absence which he will spend visiting his old home.

We are glad to have Maude Kaler and Agnes Foley, who have been absent for a few weeks because of illness, back at work.

Tommy Morris now has a card in his file for Furniture and Fixtures.

Miss Smith, who was ill at her home in Poughkeepsie during the Christmas holidays, is back with us and feeling much better.

Since Johnny Ready, of No. 4, washed his overalls, people passing through the room are apt to think a boy of sixteen is working there.

Miss Florence Handy has joined Mr. Score's department and we wish her every success in her new work.

The man who has achieved the lofty position is Bill White, assistant electrician at the Main Mill. He has been with us since 1911, first in the Box Shop, and for the past few years, has been one of the electricians at the Main Plant.

The lower end of No. 5 machine room is a hive of activity since the work of the installation of the new dryers began.

Tom Maguire is now at home in his new office near the front of No. 1 Sorting Room. Everything looks snug and trim, but Tom wishes the people who have promised him a new cushion for his visitor's chair, would hurry it along.

We have received a letter from our old friend Thomas Lavin who is spending the winter in Athemy, Co. Galway, Ireland. Tom sends best wishes to his friends and says that the weather there is mild and that everyone appears happy over the treaty between Ireland and England.

WEDDINGS

Mrs. Elizabeth Wright, formerly of the Fibre Case Department, and Thomas Morris, popular clerk in the Mill Office were quietly married in Islington, January 25. The couple plan to make their home in Islington. To show their appreciation of Tommy and to give their congratulations tangible expression, his former associates in the Accounting Department asked him to come to the Main Office, Monday evening, just before five, and presented him with a beautiful table lamp.

OFFICE NOTES

The only tell-tale ring which appeared during the last month is on the finger of Marion Tolman of the Accounting Department, who recently announced her engagement to Wendall Fraser, a former member of the Bird & Son family.

To show their appreciation of her cheerful service and their sincere good wishes for her future happiness, the members of the Main Office force staged a shower for Marion Oldham Callahan, who left us recently to be married. In addition to many beautiful and useful gifts for her new house, she received a substantial gift of money from the men of the organization.

The office has started the New Year right by showing a bright and cheerful coat of paint on the walls.

Christmas was duly celebrated on each of the three floors of the office, and Santa proved unusually thoughtful in his selection. Judging by the gifts, the greatest desire of some people is to make a noise in the world.

Kelley in the Accounting Department is thinking of getting a pair of dark glasses. The new lights make him think of sunlight on the beach.

Scottie Robertson has not yet succeeded in locating the villain who made away with eight of his prize pullets recently, but he is on the trail.

We are all glad to see Miss O'Brien back afterher illness.

A number of people in the office have organized a class in basketry under the direction of Miss Fox, of the Walpole High School. We heard much talk of making day beds, arm chairs, and such things, but so far a sandwich tray is the most ambitious project attempted. The class has had only one meeting to date so that we shall have to wait until a later issue to tell of the members' accomplishments.

Work of remodeling the switchboard so that two operators can work comfortably at the board is under way and when it is completed it will mean that the work can be handled much more easily and efficiently.

Ethel Dinkielspiel, of the New York office, was married to Sidney Capstien recently and the couple left immediately for Chicago, where they will make their home. Miss Dinkielspiel carries with her the best wishes of her friends here who did business with the New York office.

There have been several changes in the various departments during the last month. Grace Mahoney has gone to the Sales Department as censor of orders and credits; Margaret Downing is taking Miss Mahoney's place in the Billing Department; Rachel Beckett has transferred from the telephone service to the Accounting Department; Ellen O'Malley has been promoted from the Messenger Service to the Duplicating Machine Department; Alice Darville has transferred from the Stenographic Department to the Building and Roofing Sales Records.

Several newcomers have also been welcomed to our ranks this month. Helene Salisbury is chief switchboard operator; Grace Kennedy is helping out on store records in the Accounting Department; Gertrude Fairbanks, Catherine Mack and Margaret McGuiniss have joined the stenographers; Ethel M. Ingram has recently come to work in the Files; Dorothy Lynch is taking Miss O'Malley's place in the Messenger Service.

The Floor Covering Sales Department has been busy during the past month making the following newcomers to its staff feel at home: Wallace C. Gay, H. B. Hunt and Ralph W. Westcott.

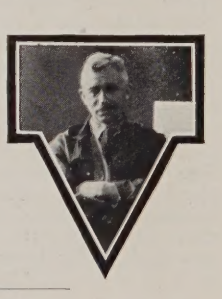
The editor has received news of the arrival in Washington, D. C., of David Elwood Seal, on December 24, 1921. Congratulations to Mr. and Mrs. Elwood H. Seal.

BOX SHOP NOTES

We are glad to hear that Patrick McDonald, who has been confined to his home with an attack of pleurisy, is convalescing and expects to be with us soon again.

An impromptu dancing party was held in FX1 Monday, January 16, at noon. Music by Eckhardt's orchestra. Committee in charge, George Colp and Mary Eppich.

WANTED—Expert bookkeeper by Bill Quinn, dealer in loans and securities. Must be willing to work noon hours.



John White, who helps Russ Tupper guide the destiny of No. 1 Box Shop, has been a loyal member of Bird & Son organization since 1891. John worked on the paper machines for many years and has always taken a keen interest in all employees' activities.

CARDS OF THANKS

Let me take this opportunity to show my deep appreciation and sincere gratitude to my many friends, in the employ of Bird & Son, who so kindly remembered me at Christmas time. The thoughtfulness of this occasion will ever be remembered by me.

Leo V. Folan.

"I wish to thank the girls for the beautiful presents given me at my shower, December 15."

J. Emma King.

NORWOOD PLANTS

During the past year a number of labor-saving devices have been put in use at FB. Recently there has been installed a Gravity Conveyor for conveying shingles direct from the machine where they are made to the shingle tyers. This is a great improvement over the old way, being quicker and saving a vast amount of labor. We have had a large number of improvements during the past year, all tending to reduce the cost, improve the quality and increase production, but it looks as if our Gravity Conveyor beats them all.

When the employees at the Building and Roofing Plant realized that we were to lose our genial superintendent they were all anxious to show in some manner the esteem they had for him, and on Saturday, December 31, they presented Mr. and Mrs. Wilson a beautiful chest of silver, extending to Bill their best wishes and hoping for him the best of success in his new position.

On December 18, 1921, Herbert Harrison, our head shipper, rounded out 16 years of service with Bird & Son.

We wish Geo. Davis, of FBV, the best of luck and happiness when he joins the ranks of the benedicts, which will happen in the near future. He is to reside on Rock Hill.

A Gravity Conveyor composed of four sections, which can be used in units of one or more sections as needed, is being used in the Shipping Department with good results. It is a light portable affair, quickly and easily handled, and saves labor in getting the goods back into the cars. This will speed up loading.

Have you seen the new "Shipping Board" on FBV Platform? It is a guide for the shippers, showing them the locations of the various products in the stock sheds.

Mike McColgan is the proud and happy daddy of a 9½ pound baby boy.

Auto users "sure do" appreciate the garage on some of these bad days.

If you want your auto tire changed in record time see Lines and Bernier, who recently changed an Ajax that had run 10,000 miles, doing the job in a field of ice, with a pair of pincers and a screw driver.

We have a good lay out now of both FF office and laboratory, owing to the transferring of our Planning Department from FB to FF.

A Good Send-off for Bill Wilson

A farewell banquet was given to Mr. Wilson on December 14, 1921, at Medfield Inn, Medfield. Thirty-five fellow workmen from FB and FF were seated at the tables, with fancy hats and noise-making instruments, when Frank Sutherland arrived with "Bill" in tow.

Of course Bill was surprised and the "famous" smile appeared, but the crowd noticed a worried look back of it all. Bill did not want to have it known at the time that he had been arrested. But he confided real secret like to Mr. Chamberlain that he and Frank had been "pinched" in Medfield square by the Chief of Police for not observing the traffic rules and ten dollars of his money was in the officer's pocket.

The dinner was fine and nicely served and between courses the party was entertained by Mr. Foote, molologist, and singing and dancing artists. Telegrams were received from President Harding, Henry Ford, John Wanamaker, and other prominent men regretting their inability to be present.

When the second course was being served a commotion was heard at the door and the "Chief" of Police walked into the room with a very serious look on his face. The Toastmaster asked him who he wanted and he pointed to Bill. Bill was noticed to stiffen in his chair, probably thinking of the Judge and delay in getting to Chicago. But the "Chief" changed very suddenly and smiled. He said he only wanted to give Bill back his ten and explained it was all a joke. To make it complete the "Chief" broke bread with us and sang a couple of songs.

Messrs. Chamberlain, Lines, and others had something to say to make it plain that we will miss Bill, and Mr. Sutherland very nicely presented Bill with a fine traveling bag, with something useful inside, a present from the boys.

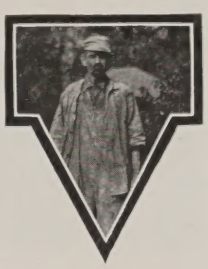
Joe Conley was toastmaster and did a very fine job. Red Martin and Herbert Harrison were song leaders. Taking it all and all it was a "darn" fine party.

We are glad to welcome Ralph M. Wight, Geo. F. Garland and John Goodwin to FF office.

Chas. Seavey has recently moved with his family to Stone Circle. Several other employees from FB are also enjoying the modern houses erected in this locality by Walpole Home Building Company.

Our popular chemist, Donald Kimball, has again resumed his duties after spending the Christmas holidays with his parents in Washington, D. C.

To increase production of No. 12 asphalt, the Leonard Construction Co. are erecting another still adjacent to the three already in operation. These stills are one of the many new additions to the FB plant that help turn out the superior shingles and roofing for which Bird & Son, inc., are noted.



Since 1907 Pat Reardon has been one of the crew of No. 1 machine at the Building and Roofing plant. Pat has been machine tender for many years and has seen many improvements in his 15 years of service.

The house at top of hill near the Building and Roofing Plant has been moved to new location on Water Street, in order to furnish room for proposed new store shed, R. R. siding, and heading platform.

The clerks in PBN are expecting some lively bouts after the boxing gloves arrive.

We are glad to welcome Henry Morgan, our new typist.

ELECTRIC CAR LINE

The electric cars arrived at East Walpole Square, January 24, at noon. For approximately eighteen months, the line has been out of commission between Bird Avenue and the Post Office. This meant that employees at Bird & Son, inc., were obliged to walk to Bird Avenue and from Bird Avenue to the plant. Also, it has meant that the waiting room could not be used to advantage, as it was too far from the stopping place of the cars.

In December, 1921, a petition, signed by a large number of people, was sent in to the Selectmen of the Town of Walpole, who referred it to the Massachusetts Street Railway Advisory Committee, comprising citizens of Norwood, Westwood and Walpole. This Committee took hold of the work with the above result.

The reason that this road has been out of commission was on account of the unsafe condition of the approaches to the bridge over the Neponset River. At a combined meeting of the Selectmen and Town Engineer of Walpole, Railroad Engineer and Superintendent, who cooperated with the Manufacturing Manager, Mr. Wyman, and Mr. L. E. Vose of Hollingsworth & Vose, it was decided to fill in around the stonework with ashes, thereby holding the walls where they are at present and reinforcing the sidewalk.

Immediately after this decision, Mr. Emil Schroeder, superintendent of the railway, got busy with his men, chopping out ice and frozen earth, uncovering the buried rails. He continued this work through the coldest weather that we have had this year until the job was completed, and a great deal of credit goes to Mr. Schroeder and his able workmen.

Simultaneously with Mr. Schroeder's start, our town engineer, Mr. A. T. Durfee, started with a large crew of men, making way for the Bird & Son and Hollingsworth & Vose trucks that were detailed to supply them with ashes.

What seemed a very large job to start with was done in a few days.

ADDITIONAL CAR SERVICE

For the convenience of men working on the 3 to 11 shift, the Bay State is running an extra car at night which leaves East Walpole Square at 11 o'clock. This does not interfere in any way with the regular schedule. The next car leaves as usual at 11.22 and the preceding one at 10.43.

CHICAGO NEWS

AN ESTIMATE OF 1922 BUSINESS

Since the early part of 1920 we have passed through a painful period of deflation. Today facts indicate that the corner has been turned and we are on the road to better business.

Bank clearings and loans, money rates, gold reserves and a continued readjustment of commodity prices are all helping to build sounder foundations for good business.

Restaurant Building at Chicago

This is particularly true in the East. Business is depressed and recovers first in the East; then comes West. Statisticians state the most depressed spot in the country today is Iowa.

The only difference in this business cycle from those in the past few years is that it is going to be slower in its travel. There are certain conditions which must be adjusted before business can return to a normal state. The most serious are among the following:

The excessive cost of manufactured products and high prices as compared to the low prices which our largest consuming public are securing for their products. Farm products, hogs, wheat, corn, oats, etc., are selling for prices at considerably less than 1913 and 1914 and yet there is no instance of manufactured products selling for within 20 per cent of 1913 or 1914 prices, and most of them are 100 per cent or more higher. Until this situation is adjusted there can be no hope for interchange of products.

Though management has been responsible to a large degree for this state of affairs, labor is also responsible. Overhead in operating costs must be reduced and efficiency in production must be increased before this situation can be adjusted. There has got to be a further reduction in the price of commodities used by farmers before the trade can flow normally.

The second condition which delays the return to normalcy is the unsettled state of affairs in Europe. With depreciated currency they are not in a position to buy.

A third serious interference with business s taxation. Taxes pay the debts of the war, but taxes also pay for present and past extravagances. We have got to realize the necessity of the reduction of taxes if we are to have a return of prosperity.

Although all these facts may interfere with the return of good business, nevertheless we can expect better things in the Spring, and though the East will be ahead of the Middle West in return toward normalcy, on the whole everyone can hope within the year 1922, to turn the corner and see a vista of prosperity before him, however distant it may be to the goal.

There are many other conditions such as transportation, the tendency of the government to interfere in private business, unsettled labor conditions, etc., but if the above were adjusted business would look up more brightly.

C. S. Bird, Jr.

CHICAGO BETTERMENTS

We are making changes and putting improvements on our machines here that we believe will go far to increasing our present quality and production.

We are in a "hot bed" of competition and our only salvation is to get increased production and continuous operation on machines, thus eliminating much waste and mill ends and resulting in lower labor and overhead per square.

As "Quality" is our watchword at all odds, we are not able to reduce our present formulas, although our laboratory is spending much time on research for materials up to our standards which we can buy cheaper.

Tony Ecklund, winder on No. 1 Machine He is happy only when he is winding 300 squares in an hour. He has been with us for eight years.

At present we are running only No. 1 machine, as No. 2 machine is down for improvements. We hope to run No. 2 machine on shingles when we start up Monday, January 23, and run a full week on shingles to fill orders and get a small stock in our storehouse.

Orders are coming in better every day and we should soon be running both machines.

"WINDI—CITI—ITES"

Mr. George Palmer, one of our Boiler Room firemen, has just joined the benedicts.

Mr. D. H. Miller, one of our city salesmen, is sporting a new car, a Stanley Steamer.

Mr. D. B. Wright succeeds Mr. A. J. Van Page as western division sales manager.

We are glad to say Miss Hazel Moore is rapidly convalescing from an attack of appendicitis.

Mr. L. L. Williams is now one of our city salesmen, covering the north and northwest territories.

We now have 100 per cent Benefit Association membership in our office and soon hope to in the mill.

We hope shortly to have our new Brigade Room ready for use. We will send more details on completion.

The Floor Covering Sales Department are now installed in their uptown office at the Lytton Building.

Mr. M. L. Caton recently returned from a trip through the South. He is very optimistic as to business there for the coming year.

Chicago Safety Committee
Lance, Wilbert, Schreiber.

Frank Chiar hopes to do big things on No. 2 machine when he starts it next week, after having made changes on it the last two weeks.

Miss Martha Schauer, of the File Department, who has been with us two years, leaves with the best wishes of her friends to her new work. Miss Bess Dunn is to take her place.

An addition of twenty-five feet has been made on our chimney which, in addition to improving its appearance, likewise improves the draft. The chimney is now 100 feet in height.

PHILLIPSDALE.

On the 8th of January, the Fire Brigade and Emergency Crew held their annual banquet in the Brigade Room. The banquet consisted of chicken pie and all the good fixings. Speeches were made by T. G. Henderson, W. Pettengill, Mr. Inman, Rex Salisbury and several other members. The Committee in charge were Mr. T. G. Henderson Mr. Salisbury, Mr. Hawley, Mr. Pettengill and Mr. Banks, and they deserve great praise for the way in which they handled the affair and the good things they furnished to eat, drink and smoke.

Rex Salisbury, assistant superintendent at Phillipsdale, has been with us since 1909.

Lessons in skating — Ladies preferred. Fergus Christie, teacher.

We would suggest as matron for DPG, Geo. Madden.

On January 10, our Phillipsdale Branch of the Bird & Son, inc. Employees' Mutual Benefit Association, held their annual meeting and election of officers and the following were elected: Executive Committee, T. G. Henderson, W. E. Pettengill and F. Christie; Investigating Committee, G. Hawley, H. Holter, H. Phelps, C. Cyronack and M. Flavin; Nominating Committee, R. Salisbury, W. Banks and T. Horridge; Delegates to East Walpole, G. Hawley and J. Hammerlie.

A new Suggestion Committee has been appointed for 1922, as follows: T. G. Henderson, R. Salisbury, O. Anderson, F. Christie and A. Dansereau. This committee expects to be kept very busy this year and it is up to all of us to keep them busy.

This is the man who helps to keep everything running smoothly at Phillipsdale, W. G. Pettengill, master mechanic.

At this writing our Chief Engineer, Geo. Hawley, is under the doctor's care but is on the road to recovery, and we hope when this issue of the "Review" is being read that he will be entirely well and with us again.

A LETTER FROM MR. BARTLETT. "BIRD PRODUCTS"

We have just received the following letter from Mr. E. H. Bartlett who is spending a short while in the South. On January 25, Mr. Bartlett wrote that he just had to stay in the house to keep warm, first by facing a soft coal fireplace, then every fifteen minutes turn around and "back to it" so as to equalize the body temperature. (Ed.)

"While hunting for a 'rent' in the old city of Charleston, S. C., I first called to see a bungalow that was made for light housekeeping, and the owner accompanied me via the kitchen doorway; to my surprise the floor was covered with Neponset floor covering, that bath room pattern in blue and white; it was clean but a badly worn surface, and in my fear of a complaint, I immediately said, 'Why didn't you nail the floor boards, also put Lining Felt paper on first then apply the Neponset on a good foundation, when I am sure you would have obtained excellent results.' She exclaimed, 'I just could not get the old man to do that, and so we don't care, it keeps clean easily and de bugs don't bother it.'

"The next rooms were covered, walls and ceilings with American wall board, part of which had been tinted and battens used to fasten to the studs. In the rooms I finally hired, I was obliged to set one pane of glass and the landlady brought in the glazier points on one of Bird's tack boxes and the putty on one of the American screw boxes, the latter by accident only, as it evidently was packed by our Providence, R. I. friends with their regular iron screws No. 7.

"I walked so much the first week trying to find the proper 'rent' it was necessary for me to buy a new pair of shoes, and while purchasing, found they were taken from a Neponset Shoe carton and these cartons had been shipped way down South in a Neponset Fibre case, both showing up in fine condition. On my way back to our rooms, my eyes fell upon some of Y. & E. pearl gray press board index sheet for their regular files; these were in a large show window on one of the main streets of the city and from the color, motto etc., am sure the stock was made at East Walpole. Before I got way home I also saw the loaded shot shells as made by the Remington Arms Co. of Bridgeport, Conn., from Salmon Body Paper. It was true the paper looked dark, heavy mottled, but no complaint, as they were 'thoroughly water proofed,' thus spake the salesman in that sportsman's store.

"After resting one day from my arduous labor of hunting 'rents,' I walked out to the city limits, real country, and saw the colored contractors actually using Neponset Black Building as a sheathing paper and Plain Slate Surfaced Roofing and the Twin Asphalt Shingles both American and Neponset on the roofs.

"They seem to use mostly Red Slate Surfaced in this section, and upon inquiring the reason for this choice, 'Well, Boss, I 'spect de only reason, 'cause de peepul used to ah rusty red tin ru'f, so dey jess want dat color in de nu roofin.'

"So where'er you go one always finds Bird's products in evidence and I can hardly believe there is a single city, town or hamlet in the whole United States where there is not at least found one of the products manufactured by our institution, Bird & Son, inc."

Elmer H. Bartlett.

VISIT FROM ENGINEER IN ROOFING MANUFACTURE IN NORWAY

We enjoyed a very interesting visit on January 25 from Mr. Thorwald Janssen, Kjenie-Ingenior, M. N. I. F., of Troudhjem, Norway. Mr. Janssen is associated with his father in the manufacture of tarred paper roofing, and has been visiting roofing and felt mills and machinery manufacturers in the United States.

He was shown through the Paper Mills by Manufacturing Manager, Mr. Wyman, and through our Norwood Plants by Assistant Manufacturing Manager, Mr. Montgomery.

He was much impressed by the size and length of our machines; and stated that their paper machines had only five driers and were only 42 inches wide.

We were glad to exchange ideas with him.

EAST WALPOLE GIRL SCOUTS

The Holly Troop of the Girl Scouts of America is fast getting into shape under the direction of Captain M. Genevieve Leonard and Lieutenant Welthea M. Smith. At present there are two patrols of eight girls each. The First Patrol has the following members: Sarah Coburn, patrol leader; Gladys Harper, corporal; Olga Anderson, Victoria Bendal, Arabelle Bridgham, Grace Broadley, Elizabeth Kimball and Eleanor Whitehead. The members of the Second Patrol are: Edith Jonah, patrol leader; Muriel MacDonald, corporal; Gladys Anderson, Bertha Broadley, Mary Coburn, Blanche Collins, Emily Kimball and Helen Smith.

EAST WALPOLE PARENT TEACHER'S ASSN.

Open Meeting Monday Evening, February 13

BIRD SCHOOL AUDITORIUM 8 P. M.

Everyone Welcome

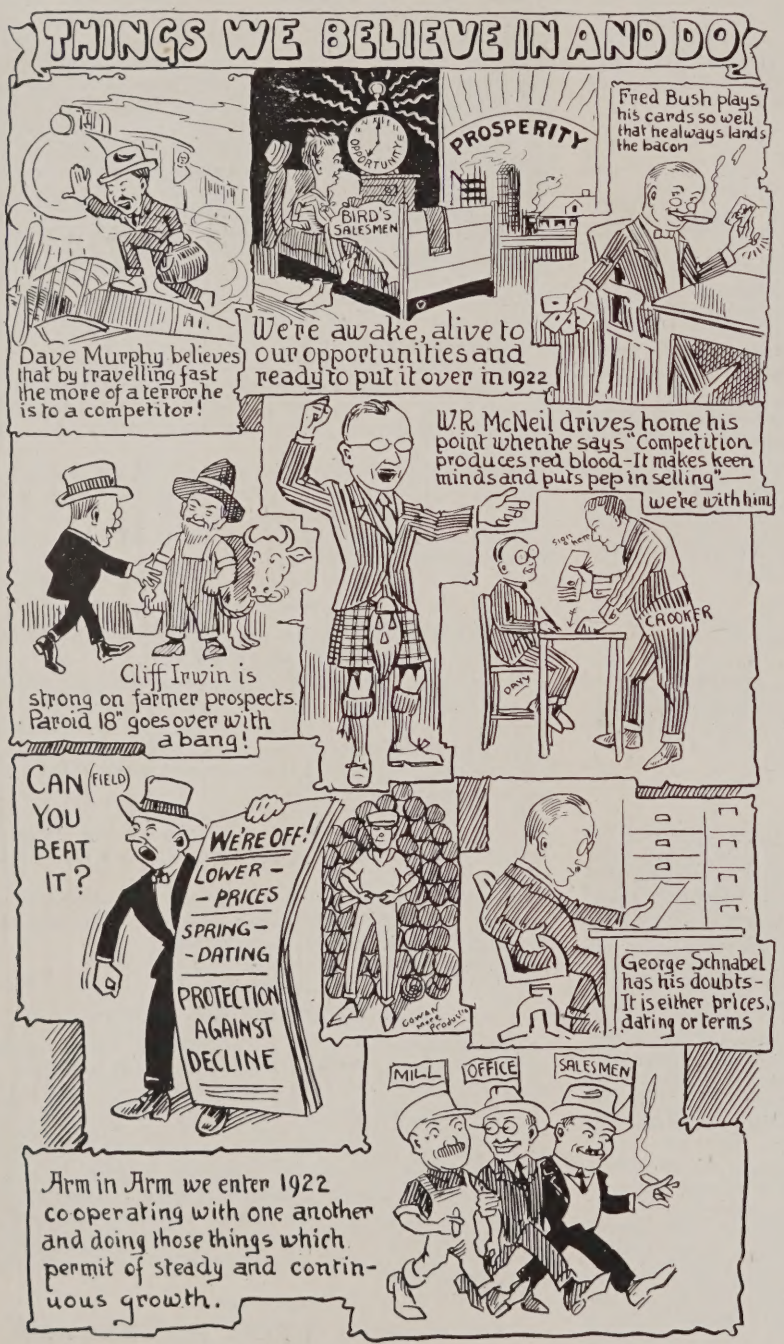
1922 IS AWAY TO A GOOD START

Our Salesmen's Convention or Annual Meet-Up was held the first week in January. The older salesmen tell us it was the most successful Meet-Up they had ever attended.

The first and second days were devoted to discussing the various sales problems that we are facing this year. What we did not know about our materials and 1922 selling policies we found out. The third day was given to individual interviews when plans were laid and decisions arrived at as affecting each individual territory.

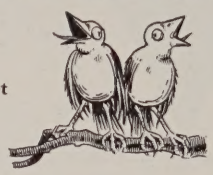
Apart from the business end of the Convention, we also had a good time. The evenings were devoted entirely to pleasure the most outstanding event in this connection being our Annual Complimentary Dinner given to the sales force and guests. A real nifty program was arranged, the talent being supplied by those connected with our organization. The parodies on the popular songs made a hit. The sketches by way of take-offs pertaining to a few of the executive heads added to the interest. On the whole, it may well be said that we had a wonderful time, something that will be remembered throughout the year.

Our talent consisted of E. R. Brett, leader, community singing; "Herb" Mann, soloist; H. G. Morrow, cards; The Birdlette Quartette, H. A. Mann, E. R. Brett, C. P. Wright and R. C. Crooker.


THINGS WE BELIEVE IN AND DO
OPPORTUNITY
PROSPERITY
BIRD'S SALESMEN
Fred Bush plays his cards so well that he always lands the bacon
Dave Murphy believes that by travelling fast the more of a terror he is to a competitor!
We're awake, alive to our opportunities and ready to put it over in 1922
W.R. McNeil drives home his point when he says "Competition produces red blood-It makes keen minds and puts pep in selling"—
we're with him
CROOKER
Cliff Irwin is strong on farmer prospects Paroid 18" goes over with a bang!
CAN (FIELD) YOU BEAT IT?
WE'RE OFF!
LOWER - - PRICES
SPRING - - DATING
PROTECTION AGAINST DECLINE
George Schnabel has his doubts- It is either prices, dating or terms
MILL
OFFICE
SALESMEN
Arm in Arm we enter 1922 cooperating with one another and doing those things which permit of steady and continuous growth.

A Page from the Convention Program

As Bill McNeil would say, "We're all Birds. Let's sing."

Neponset  Twins

Some of our Convention Songs

Tune: Pack All Your Troubles

Pack all your samples in your sample bag
And Smile, Smile, Smile;
We're optimistic, we don't want to brag,
But smile boys, that's the style.
The firm is right behind us lads,
They're with us all the while,
So hike to your territory, knock 'em dead,
And Smile, Smile, Smile.

Tune: Peggy O'Neil

If you want a roof real good,
Try Shingle Design.
It will lay right over wood,
That's Shingle Design.
It's got style that is very unique,
Properly put on it never will leak,
All dealers rave for it,
Customers crave for it,
That's Shingle Design.

Tune: Where Do We Go From Here

Where do we go from here, boys,
Where do we go from here?
Wherever there's a man to buy, whether far or near;
And when we find a prospect, we'll whisper in his ear,
Oh, Joy! Oh, Boy!
Scribble your name right here.

Where do we go from here, boys,
Where do we go from here?
To round up old Pessimist, and wipe away his tear;
And when we have him smiling, we'll whisper in his ear,
Oh, Joy! Oh, Boy!
Scribble your name right here.

Tune: America or God Save the King

Artcraft 'tis said of thee
Best roofing one can see,
Of thee we sin ;
Looks best of all to us,
Put on with little fuss,
Long to remain over us,
Artcraft is King.

BIRD & SON, LTD. EMPLOYEES' ASSOCIATION

On Wednesday evening, January 11, 1922 at 5.30 the Annual Meeting of Bird & Son Ltd. Employees' Association was held in the office for the purpose of electing officers, committees, etc. Charles Parsons, vice-president, occupied the chair.

The Secretary reported that on January 1, 1921, there was a membership of 124, and during the year 13 names were added and 56 removed, leaving the membership of 81 on January 1, 1922.

There was very little to report by the Entertainment Committee for the year, owing to unsettled conditions and it was not thought advisable to have dances, etc. However, the annual picnic was held in July at Wabasso Park, where a good program of sports was enjoyed during the afternoon and dancing in the evening.

The Garden Committee reported a fairly successful year, Bird & Son having allowed the use of a piece of ground and nineteen members requested lots, but only fifteen were worked. Some did not have very good returns owing to the dry weather and the clayey nature of the ground, but other plots did much better, and it provided pleasant and healthy recreation.

During the year there were many cases of minor sicknesses and accidents, and only two cases of any duration, and the Chairman of the Visiting Committee reported that in most cases some one had called to see if they were progressing favorably.

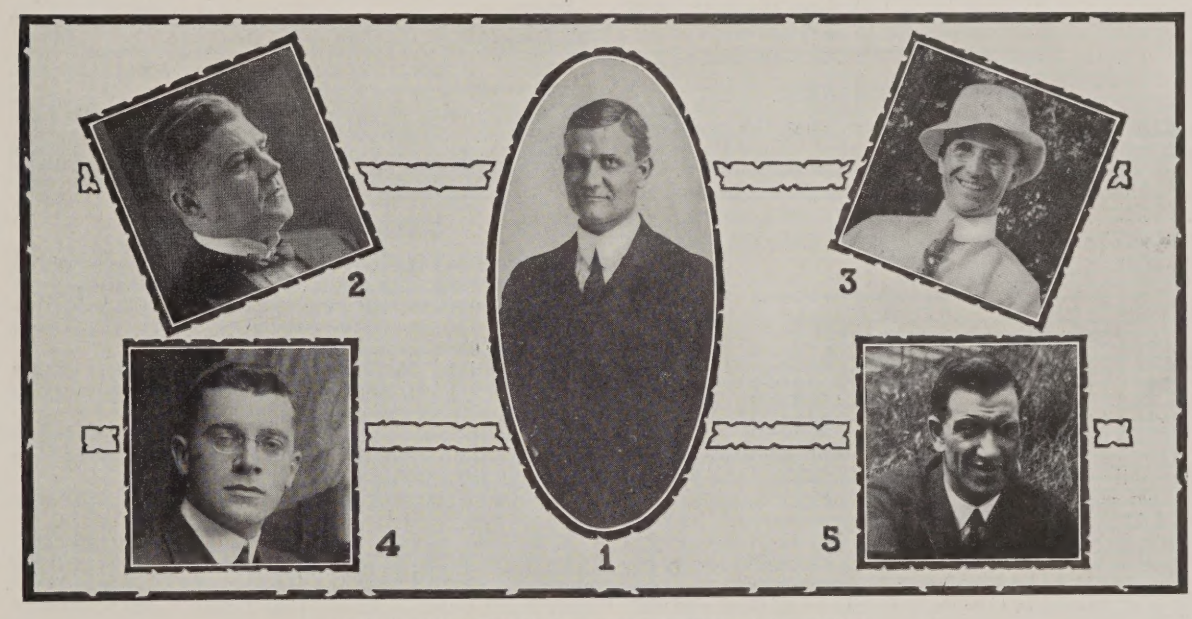
The Chairman of the Sports Committee reported that during the year a base ball team had been organized and it made a very good showing. A hockey team was organized last winter, but nothing had been done toward having one this year owing to the decreased number of employees and they did not care to bring outsiders in to play.

The following officers were then elected by ballot for the year 1922:

President: Chas. Parsons.
Vice-president: J. W. Will.
Secretary: E. V Ingledew.
Executive Board: G. W. Frazer and W. Smylie.
Nominating Committee: W. A. Mutch, W. McLennan and H. B. Little.
Entertainment Committee: A. McCulloch, W. V. Grisdale, B. Page, J. Will, Misses Patterson and Simpson.
Visiting Committee: C. Delagergn, A. Ralph, Misses Burton and Lumsden.
Sports Committee: A. McCulloch, B. Page, H. Coutts J. Will, C. P. Cowan and Mrs. Cheriton.

A FEW ODD QUERIES

Now we know why Mrs. Cheriton has not joined the Safety League. Her ability in scaling the heights of the vault has banished all fear from our minds. At the same time we also wonder why Vera stood on the safe. Do you suppose her motto is "Safety First"?



Officers of the Bird & Son, Ltd., Employees' Association
1. C. Parsons, Pres. 2. J. W. Wells, Vice Pres. 3. H. E. Davenport, Treas. 4. G. Frazer, Exec. Board; 5. W. Smylie, Exec. Board

Treasurer's Statement

Receipts

Cash balance on hand January 1, 1921	$698.74
Receipts from employees	967.10
Receipts from Bird & Son, Ltd. on policies	1122.50
Refunds from Yorkshire Ins. Co. covering premiums paid on employees now out of our service	282.46
Miscellaneous receipts	23.65
	$3094.45

Expenditures

Premiums paid to Yorkshire Ins. Co	$2165.00
Refund to employees	9.58
Bond for treasurer	5.00
Miscellaneous expenses	259.47
Refunds to Bird & Son, Ltd. on cancelled policies	109.83
Balance on hand (in bank)	545.57
	$3094.45

Roy Crooker has not been wearing his hat lately. Why, do you suppose?

What we want to know is, what is the mystery of the missing cuspidor?

We understand that Davey is now buying matches wholesale (in cases). Is this so?

Do the Multigraph Sales Department know why Balch is wearing the worried look?

Why it is that our worthy accountant can do as much work in three hours at night as he can all day.

If Schnabel will pass the buck on to somebody else next year and get stung on his dinner partner again.

If climbing ladders, standing on safes and lifting stationery will ever put one in the featherweight class. Ask Vera.

After the scene in Peacock Alley at the annual banquet, we wonder if one of our young ladies is going to open up a beauty parlor for the benefit of the office employees and friends.

SUGGESTIONS

Have you ever seen a picture of the first crude typewriter or the first automobile? What a contrast to the writing machines and automobiles of today! And the difference between the first machine and the one we know now is the result of thought. Improvements made by hundreds of people, small in themselves, add up to make progress. As important improvements are going to be made in our machines, in our products, in our method of doing things, so that we may keep pace and place in a highly competitive world, let's resolve to use our brains and have our share in them.

The following suggestions were recently accepted and the standard prize of $5.00 awarded for each:

Spikes on Unloading Runs at DP—William Livingston, DP

Change in Piping to Allen Engines—Martin King, EMP

Install Guard at Main Door, FB—George F. Garland, PBN

Put Lock or Catch on No. 12 Folder Brake Handle, FXR
—Carl Hertel, Jr., FXR

Number Positions on House Track Doors, FB
—William H. Taylor, FBS

Method of Mixing Print Paint in Undercoat Mixers, FFN
—William Monteith, FFN

COOPERATIVE BANKS

Have you ever stopped to figure what the savings in such banks will amount to at maturity? If not the figures below will give you some idea of the possibilities of investing anywhere from $1.00 to $25.00 per month in banks of this sort.

Take a person at the age of 22 and make the following deposits:

	1	2	3	4
Per Month	*Will at the Age of 34 Amount to*	*Additional at Age of* 46	*Additional at Age of* 58	*Total*
$ 1.00	$ 200.00	$ 400.00	$ 800.00	$ 1,400.00
5.00	1,000.00	2,000.00	4,000.00	7,000.00
10.00	2,000.00	4,000.00	8,000.00	14,000.00
15.00	3,000.00	6,000.00	12,000.00	21,000.00
20.00	4,000.00	8,000.00	16,000.00	28,000.00
25.00	5,000.00	10,000.00	20,000.00	35,000.00

The first column shows exactly what will come to you practically at the end of 12 years. Investing this $200.00 at 6 per cent will bring you an income of $12.00 per year, or $1.00 per month. Now if you have found it possible to save $1.00 per month for practically 12 years, there is no reason why you cannot continue to save that same $1.00. Adding to it $1.00 from your investment will then put you in a position to take out 2 shares, or $2.00 per month, for another 12 years, so that at the age of 46 you will have coming to you the additional sum against each amount shown in column 2.

Again, if it were possible for you to save $1.00 per month for 24 years, there is no reason why you should not continue to save it for another 12. By this time you will have a total saving of $600.00 on the basis of $1.00 per month, or $3,000.00 on the basis of $5.00 per month, and so on and in the case of the first item, $600.00, you will, at an investment of 6 per cent, obtain $36.00 interest, or $3.00 per month. This $3.00 put away with the $1.00 will make 4 shares, or $4.00 per month, so that at the end of another 12 years the third column will show coming to you the additional amount and then if you do not care to continue your savings the result will be the fourth column.

You cannot beat it and when you see these figures—all as a result of the saving of anywhere from $1.00 up to $25.00 per month—the amount almost staggers you, and yet they are not faked, but actual.

When are you going to begin? Talk it over with the Labor Bureau.

H. H. M.

LIBRARY

To know life, to feel life, to know our fellows, we must have met the kings among men in the words which they have set themselves before us. The old things that belong to our race, the gods, the heroes, the scenes, the deeds, the fancies of our fathers' fathers, all these we must have taken up into ourselves before life can have for us that fulness we desire. In a word, we must read.

—Dana.

In the Harvard Classics there are books enough to give a liberal education if read in the right way. Ask to see our copy of "Fifteen Minutes a Day" recently issued, explaining in detail this remarkable educational guide. The essay containing "Reading and Business" should interest everyone of us, also Hamilton Mabie's on the "Art of Reading." Sir Arthur Quiller-Couch has a book by this same title which has just come to us from the library.

Some new essays:

The Man in the Street ..... Meredith Nicholson
Hints to Pilgrims ..... Charles S. Brooks
The Art of Letters ..... Robert Lynd
God's Country ..... James Oliver Curwood

Stories:

Sights Unseen ..... Mary Roberts Rinehart
The Orange-Yellow Diamond ..... J. S. Fletcher
Gunsight Pass ..... Wm. J. Raine
Revolution ..... J. D. Beresford
The Mountebank ..... Wm. J. Locke
Alice Adams ..... Booth Tarrington
The Master of Man ..... Hall Caine
To Let ..... John Galsworthy
If Winter Comes ..... Hutchinson
Smith College Stories ..... Josephine Dodge Daskam

INCOME TAX RETURNS

The time has again arrived for the filing of State and Federal Income Tax returns. There is practically no difference in the State blanks from last year. Neither is there any change in the Federal as to those required to make a return of income.

State Income Tax returns must be filed on or before March 1st by everyone whose total income during the year 1921 was over $2000.

Federal Income Tax returns must be filed on or before March 15th by everyone whose total income during the year 1921 amounted to:

a. $1000 if single or if married and not living with wife (or husband).

b. $2000 if married and living with wife (or husband).

In the Federal returns, the exemption this year for a married person, or head of a family, is $2500 plus $400 for each person under eighteen years of age. This is the only change from last year's returns. It must be remembered, however, that everyone must file a return whose income is in excess of the amounts stated above, even though no tax is due.

Aid will be given to any of our fellow workers at the Labor Bureau in assisting them to fill out their State and Federal returns. Sufficient time will also be spent at each of our Norwood plants to enable anyone to get assistance who desires it.

NOTICE.

As Treasurer of Bird & Son, inc., it is necessary for me to buy for our Sinking Fund at least 500 shares of our 8% Prior Preference stock.

If any of our employees desire to dispose of their holdings at this time, you may present your certificate, which will be purchased at the market price of 103 per share, plus accrued dividends.

BIRD & SON, inc.
H. H. Miller,
Treasurer.

East Walpole, Mass.
January 26, 1922.

BIRD CLUB ENTERTAINMENTS

The regular entertainments were held on January 12 and 26. The entertainment for the 12th consisted of local talent and was held in the Assembly Hall at the Club House. There were a large number present and many entertaining sketches were put on. Among the leaders in this line were Leo Bernier, soloist, and the chairman of the evening, James Maguire. Toward the close of the entertainment Mr. Maguire called upon Mr. Montgomery to conduct an impromptu debate in the nature of an open forum. He outlined for discussion the problem of German competition. After explaining that German wages were very low compared with the United States, at the present rate of exchange, and that German goods can be delivered into this country to sell below our manufacturing costs, he left for the meeting to discuss the question "Need we fear German Competition?"

Mr. Chase opened the discussion with a very carefully thought out economic analysis of New England industries and expressed the opinion that we need not fear German competition since a large percentage of our cost of living consists in items Germany is unfit to produce.

Mr. Wyman gave many excellent examples of the cheapness of German manufacture. He pointed out the low cost of razor blades, vacuum bottles, cutlery, etc., of German competition. However, he took the stand that this was a healthy condition and would make us hustle to compete or else divert our energies into fields where we can compete.

Mr. Rogers proved to be a regular dyed-in-the-wool 1896 Republican, and he made a strong appeal for high tariff and protection of American industries.

Mr. Bailey told of the nasty methods of competition employed by the Germans. He cited cases where the methods used precluded any fair competitor from getting an order. He explained that Germany encouraged monopolies and subsidized foreign trade at a loss to the manufacturer, until the trade was won and competition stifled.

The impromptu debate was brought to a close only on the advent of food.

An informal discussion around the coffee followed, and the last we heard was Mr. Stull trying to show Mr. Chase that his figures had a fallacy hidden in them, for they failed to make the proper distribution of labor and material.

Our only regret is that the speakers had not been warned in advance, so that they could have gathered together data to back up their arguments, We believe that this subject could be used in a formal debate at some later meeting of the Club.

The entertainment January 26 was held in Bird Hall and was an open evening for members, their friends and families. Mr. William Payne, traveler and explorer, gave a very interesting talk and showed an extraordinary set of pictures on the life in the Australian bush. Before and after the lecture Pierce's Orchestra entertained with several selections, and the evening closed with refreshments and dancing until nearly twelve o'clock.

LOCAL WOMEN ENTERTAIN AT BIRD CLUB

The monthly card parties which have been held at the Bird Club for the past three meetings have been pronounced a big success by members of the Bridge Whist Club.

The idea of having these gatherings at the Club house occurred to one of the progressive leaders of the organization some little time ago, and has met with much favor since the start. The ideal location, cheery and comfortable surroundings and excellent cuisine have all combined to lend a charm to these meetings.

It affords an opportunity to get away from the ordinary in these affairs and the hostess finds that she has nothing to worry about except making general arrangements. This would be a delightful custom to carry along through the Spring months when teas and such gatherings could be held out of doors.

The program of the Bridge Whist Club so far has been lunch for the guests shortly after one and then cards are enjoyed until late afternoon.

BOWLING

With two-thirds of the bowling schedule complete, it is still anybody's race. The Main Mill and the Office are struggling for first place, and the Box Shops and Norwood plants are pushing them hard. At present the Main Mill has the high team total, 1410.

Jimmie Dine intends to garner all the individual prizes, for he has the highest 3-string total, 331, and also heads the list for high single, 126. Dine leads the league with the highest individual average, 98.5; Murphy is following close with 97.4; and Flower and Koebe are showing up well with 95.1 and 94, respectively.

The team standing to date is:

Team	Won	Lost
Main Mill	14	10
Office	14	10
Box Shops	10	14
Norwood Plants	10	14

BASKETBALL

On Tuesday evenings, a number of our basketball enthusiasts wend their way to the Bird Club gymnasium and several scrappy basket-shooting contests have been staged. Bill Murphy and Ted Evans are developing into stars and with a few more evenings' practice will be ready, with their team mates, to meet all comers. So far, no regular games have been played and all Bird Club members are invited to join in the fun and exercise.

FORERUNNER OF TOWN MEETING

Generally speaking, I believe that it is a good idea to keep politics out of the "Neponset Review." However, inasmuch as a number of my friends thought that I was going to run this year for position of Selectman, I believe that a statement from me is in order.

It has long been conceded, I believe, by a majority of voters that East Walpole should have a representative on the Board of Selectmen. I have been asked to run this year and want to state that' at about the time of receiving Nomination Papers, I learned that Mr. Bruce had been approached on the same subject by people in East Walpole and some people at Walpole Center, which caused my decision to head up the Nomination Paper in his favor.

Mr. Andrew A. Bruce is well known in town and needs no introduction, having filled the responsible position of Superintendent for the M. W. Allen Construction Company for some years. He is well fitted to undertake the duties of the office.

George R. Wyman.

AN ATTRACTIVE CALENDAR

The Walpole Home Building Company, of which Mr. C. O. Littlefield is manager, has issued a very attractive monthly calendar. The current month's title is "The Home of Your Dreams," and conveys its message by a neat little verse.

A time there was once long ago
When you dreamed of a fireside's ruddy glow,
Of an easy chair, soft, wide and deep,
With welcoming arms into which to creep;
Of the outside roar of the tempest's din
And the louder roar of the logs within.
To-day, that Home still waits for you.
Won't you let us make your dream come true?

BIRD CLUB DANCE—FEB. 18.

The Entertainment Committee have permitted several of the Bird Club members to arrange for a dance on February 18th at the Bird Club. This dance will be open to all Bird Club members and their guests. Since a great number of the members of the Club do not dance, it has been thought best to charge sufficient admission to cover the expenses. Further notices wil be sent out and tickets may be procured at the Labor Bureau and from members of the dance committee. If sufficient interest is shown in dances of this nature, the Entertainment Committee will arrange for further dances later in the season.

OTHER FEBRUARY PLANS

The February Entertainment Committee have scheduled two evenings of entertainment. On February 9, Mr. Thomas Nelson Perkins, one of the leading men of Massachusetts, will speak on Russia and business conditions there, at the Assembly Hall. For this evening the entertainment committee have arranged with Mr. Donovan, at the Club, to supply everyone who desires with a buffet luncheon. The committee is getting names of the members who will attend this luncheon and meet Mr. Perkins before his talk. The plan is to get to the Club House between five and six o'clock and then have the luncheon and a social hour before the lecture.

On February 23 the committee is planning an entertainment and dance in Bird Hall. The entertainment will consist of an interesting sketch by some of our local entertainers and some very interesting moving pictures following which will be a dance.

BOY SCOUT NOTES

The boys of the East Walpole troop are busy preparing for the meet of all the troops in the Old Colony Council which is to be held in Hingham, March 1. They are determined that this time they are going to rank first instead of second.

The postponed Christmas party was held in the lunch room, back of the Brigade Room, Thursday evening, January 12, and the enjoyment seemed just as keen as though the party were not a couple of weeks behind schedule. Mr. Duncan McKellar, Scout Executive of the Old Colony Council, always a welcome guest, was present and entertained the boys with stories.

The news that Warren Millikin is to become Assistant Scout Master was welcomed by the entire troop.

Elman Smith, one of the second class Scouts, was taken ill with pneumonia recently and is now at the Norwood Hospital. All the boys are hoping that he will have a quick recovery.

PAPER MAKER'S SOCIAL CLUB
BIRD & SON, inc.
ANNUAL BANQUET — BIRD CLUB — JANUARY 1, 1922

Top row, left to right—John Foley, James E. Smith, John J. Spillane, George Doderer, Michael White, Patrick Maguire, Carl Schaier, Joseph J. Rosavitch, John J. O'Leary, Frank A. Massey, Jr., Joseph F. McDonough, Wm. J. Quinn, John Lewis, Kostanty Giegol.

Third row—Ben D. Rogers, Philip R. Allen, Stephen W. Smith, Frank Whitehead.

Second row—John J. Linehan, John H. Maguire, James J. Geary, Dennis J. Cullinane, George R. Wyman, Karl Knaus.

Seated—Dan A. Jones, president; Walter C. Sword, vice-president; Michael McDonagh, financial secretary; John M. Smith, recording secretary; Wm. H. Boyden, Jr., treasurer; John Leston.

The Neponset Review

VOL X. MARCH, 1922 No. 3

THE MARCH REVIEW

Owing to the general slowing up of business in practically all departments, and the need of economy in every possible way, this issue of the "Review" is much smaller than usual in size and only contains news of general interest to our readers.

Editor.

HAS BUSINESS TURNED THE CORNER?

As most of us are aware, our business since January 1 has not come up to expectations and predictions.

The Building and Roofing Plant, in addition to two weeks' shut down, has had to drop the third tour. Our storehouses are full and orders are coming in very slowly.

Our Fibre Case orders have slacked off and tonnage in FX1 is considerably reduced.

At the Floor Covering plant the orders for 8/4 goods are continuing to hold up, but incoming orders for rugs have dropped.

Because of the slackness at the Building and Roofing plant, Phillipsdale production is correspondingly reduced.

Similar conditions exist at both our Chicago and Hamilton plants. Orders are coming in below our production capacity and operations at these plants are on part time.

This condition prevails not only in our own business but in every general line today. We are as well, or better, equipped to meet any situation if we continue to practice every economy.

Business is going to improve, but it will do so slowly. Prices for farm products are beginning to mend and the railroads are getting on their feet again. Money rates are getting lower, so that borrowing can be made to start large undertakings. While they are working out, only those industries will come through that are on sound, rockbottom basis.

Competition is keener than ever before in every line of goods we manufacture, and prices in many cases are below cost of production.

In order to meet the situation successfully, every possible saving must be made. Upon each one of us rests an obligation to see that all waste is eliminated, and that our work is done in the quickest and best way, so that we may continue to make the best products in our line at the lowest price.

—Labor Bureau.

March 7, 1922.

NEPONSET CREDIT UNION

—Ten Facts About It—

1. Eighty-five joined during January.
2. Fifty-four old members started to save in January.
3. You can save any amount you choose each week.
4. You may increase that amount at any time.
5. You may decrease that amount at any time.
6. There were 446 members at the close of business, January 31, 1922.
7. Sixty-two of these have gone the limit in shares.
8. It is a handy bank in which to save money to pay that tax bill and coal bill, to buy some new clothes, etc.
9. It is a good bank to invest one hundred dollars in. It has paid a 7 per cent dividend for the past three years.
10. The fact is, that if you will send your name and department symbol to the treasurer of the Neponset Credit Union, Department GC, he will be glad to call around and give you more facts and answer all your questions so that you will not lose any time in signing the application.

—A. W. S.

THE NORWOOD HOSPITAL
ANNUAL DRIVE FOR FUNDS MARCH 15 TO 20
$12,000 IN 12 DAYS

The Norwood Hospital, which serves the communities of Norwood and Walpole, is to make its annual drive for funds from March 15th to the 26th. Opportunities will be given everyone to make subscriptions to this worthy institution, and it is hoped that everyone will contribute something toward it.

The aim this year is to secure $12,000, of which Walpole is supposed to raise 25%, or $3,000. This is in proportion to the amount that the Hospital is used by Walpole residents.

The reason for the annual drive is that the rates charged at the Hospital do not meet the expense. Last year the expense was approximately $10,000 over receipts. It is estimated that this year the running expenses will be as much as in 1921. In addition to this, the Hospital needs painting and several minor repairs that will amount to the additional sum called for.

The Hospital rates are set low purposely so that it may do the most good to the largest number of our people. Furthermore, nobody is ever refused admittance to the Hospital, whether they are able to pay or not, and because of this a considerable part of the deficit occurs.

The Norwood Hospital has, without doubt, proven itself to be one of the greatest helps that has ever been started, and it is up to every one of us to see that the necessary funds are supplied to maintain the service. Everyone who gives to this institution can feel assured that they are not only helping themselves but also helping the other fellow.

THE BOY SCOUTS

The time to establish the beauty of the tree you are planting is in its earliest years. "Just as the twig is bent the tree's inclined." If the sapling is made straight and clean and upward-pointing, the tree will be strong and beautiful, and its strength will endure. That is what the Boy Scout movement is doing for American manhood. The movement is looking up in East Walpole and it is well that it should. Our troop is connected with the Old Colony Council Boy Scouts of America which comprises the towns of Norwood, Foxboro, Braintree, Weymouth, Hingham, Cohasset, Randolph, Holbrook and Avon. By this arrangement our troop has the assistance of the Scout Executive of the Council, Mr. Duncan MacKellar, as well as the benefit of the Council Camp and competitions.

Its organization is to be centralized and strengthened greatly, and this strength should be promptly reflected not only in an increased membership of boys but in that form of adult participation which expresses itself in zealous and experienced scoutmasters and in the passing along of influence from one generation to another. Let us have, with the rejuvenation of the scout movement here, a renewal of adult interest in it. The boys like it and wish to join it; they should have the chance to do so, but there should also be that form of grown-up assistance, rather than dictation, which leads to the best results.

East Walpole now has 40 scouts, it should have 75. A movement is on foot to raise the national membership to 400,000. What a nucleus of vigorous manhood that membership, when attained, will present! The scouts of this year will be the scoutmasters of the future, and all will lend their influence to the development of vigorous American manhood—to the provision of a reservoir of men trained in the graces and serenities, as well as the activities, of the out-of-doors.

HEALTH NEWS

AVOID THE "FLU"

Influenza (La Grippe) Is Catching! Take Good Care of Yourself, So You Will Not Catch It!

Observe these Common Sense Health Rules:

Stay away from crowds; if possible, walk to work—or walk part way, at least.

Eat good, clean food, and keep the bowels open.

Wash your hands before eating.

Get eight hours' sleep every night—with window open.

Dress warmly when going outdoors and keep your feet dry and warm.

Get all the fresh air and sunlight you can both in your work place and in your home.

Don't use towels or drinking cups that others use.

Stay away from houses where there is influenza.

Avoid close contact with persons who have colds.

When you cough or sneeze, cover mouth and nose with your handkerchief.

If You Get Sick, Don't Take Quinine or Aspirin, but Go to Bed and Call a Physician At Once!

FX1 & 2 AND EM & ER AGAIN TIED FOR HONORS

No Accidents in Box Shops Since October 24th, 1921

None in EM or ER Since November 30th, 1921

STANDING OF DIVISIONS

	Employees	Accidents	Days Lost	Standing
EM & ER	141	0	0	1.000
FX1 & FX2	181	0	0	1.000
FB	257	1	6	.978
DM	234	3	14	.936
FF	201	2	19	.925

We had the same number of accidents (6) in February as in January. Fewer days were lost however.

This is the fourth month that the Box Shops have been without an accident—the third for EM & ER.

DM had an off month with as many accidents as has occurred in their division for the previous four months.

Here's hoping the Box Shops and Maintenance and Power departments continue with their perfect scores. In fact, let's all have perfect scores.

Safety Committee

March 3, 1922.

11.23 CAR TO NORWOOD CONNECTS WITH 11.38 EXPRESS

Mr. M. J. Hawkins, Traffic Manager, has received the following letter from Superintendent E. L. Schroeder, of the Eastern Mass. St. Railway Co.:

There appears to be some confusion as to what arrangements have been made by this Company for a car leaving East Walpole connecting with the 11.38 a. m. train from Norwood. The information contained herein should clear this up.

The car leaving East Walpole at 11.23 a. m., running on schedule time, which is slower than the actual running time, is due at Winter Street at 11.34 a. m., allowing passenger four minutes to reach the station. I have issued instructions to the operator making this trip to speed up his running time and to leave punctually. In addition I have issued instructions to the operator of the car due to meet this car at Norwood Press to wait at Guild Street, a turnout below, until 11.38 a. m. before taking the light to the Press turnout. This should enable the 11.23 a. m. car from East Walpole to make the train with plenty of leeway.

There is of course a possibility of accidents or other tieups, such as snow storms, or auto trucks broken down on the rail, upsetting the schedule, but these are unavoidable and fortunately few and far between, so I believe that anyone taking this car may be reasonably certain of making connections with the train.

I would appreciate it if you would pass this information along.

CASH YOUR BENEFIT CHECKS

The Treasurer of the Mutual Benefit Association is finding that each month there are a great many drawing benefit who fail to cash their checks. Last month, there were outstanding checks to the amount of $1124.00. Some checks are several months old before they are cashed. This makes checking up the bank statement very difficult. Will you, therefore, try to arrange to have benefit checks deposited or cashed as soon as you receive them.

J. J. Linehan, *Treasurer,*
B. & S., E. M. B. A.

TRIBUTE TO HERBERT H. MILLER

On Friday, February 17, 1922, Mr. Miller completed his twentieth year with Bird & Son, inc., having commenced his duties in the Accounting Department in 1902, at which time Mr. W. K. Churchill was Chief Accountant and held that position for twenty-three years. After he retired from active service, Mr. Miller succeeded to that enviable situation.

It was most fitting that all his associates and co-workers should wish to pay homage to Mr. Miller on this anniversary and thus endeavor for once to turn the tables on one who had on so many previous occasions been the prime mover and instigator in levying those testimonials on others who have been honored for their many years of service

After a careful canvass of both office and mill, the committee found themselves embarrassed to learn that, for many good reasons, a great majority could not be present on the evening of date set and thus they were obliged to have the meeting shortly after the noon hour at the Bird Club. The day was one of the coldest of the winter, but notwithstanding the artificial heat in the Club rooms was rather low, the enthusiasm of the celebrators made up for any lack of comfort in this respect, and certainly endeavored to show our good friend that he was held in the highest esteem by everybody who came in daily contact with this most charitable, tireless and indefatigable worker for his fellow man.

It goes without saying there is no one in the institution who is more thoughtful for the welfare of others, more ready to lend a helping hand in the case of trouble, than this big hearted soul, and while many times, from the very nature of his work, his talks and criticisms may have seemed harsh or unwise, it was most rare, if ever, the recipient did not admit and declare that what enmity ever did exist was entirely removed, every criticism was constructive and a friendship started, which will live without end.

After a buffet lunch, some of the oldest comrades made a few remarks, which clearly indicated with what high regard he is held by all his associates. The finishing touches were applied by Mr. Hird in his presentation, in behalf of these friends, of several books on various subjects, which had been learned were dear to the heart of the guest and in which had been inscribed—"This book is one of several, presented to Mr. H. H. Miller by his fellow-workers, in commemoration of his twentieth anniversary with Bird & Son, inc., of East Walpole, Mass. With these humble tokens go the highest esteem, the faithful comradeship of all his associates in the institution and their very best wishes for his future welfare."

Mr. Miller's acknowledgment was most sincere and showed very plainly his great appreciation for the good wil and friendship that was manifest by all.

"With such a comrade, such a friend,
I fain would walk till journey's end,
Through summer sunshine—winter rain,
And then? Farewell—we shall meet again."

—E. H. B.

LISTEN—OLD TIMER

DON'T FORGET THE MEETING TO BE HELD IN BRIGADE ROOM AND BIRD HALL ON MONDAY EVE., MARCH 20, 1922

Chicago News

"BUSINESS TO-DAY"

We are averaging four cars per day with advanced bookings for March 1 and beyond amounting to forty-five cars. Our weekly average thus for this year is 50 per cent over the same period in 1921. The price of grains and hogs is advancing somewhat which should help conditions still more. We are running both machines days now in order to build up our low stocks.

Improvements on machines are helping our output and, having practically all necessary material on hand, we are installing dry felt loopers on both machines. These are being placed in the large felt storage room. These loopers we feel will help considerably in cutting down the number of breaks and shut downs on the machines, thus reducing mill ends and waste. The mill is "out" to a man, to help reduce mill ends and waste.

"WINDI-CITI-ITES"

The improvements on No. 2 Machine has enabled us to run 1000 squares of American Twin Shingles in the ten hour day, several days running. The new arrangement for bedding the slate and the new stick looper on this machine are now working well.

Some of the "eastern" boys, Freeman, Roberts, and Wilson, tried their hand at bowling the other night, with the result that we wonder what kind of bowling alleys they have in the East.

A match game between bowling teams from the Office and from the Mill was won by the Mill by 94 pins.

We received visits from D. A. Chase and H. E. Sawyer of East Walpole during January. Also Messrs. Dennett and Becker of the Bird Machine Co. were here in the city a while, visiting paper mills here in the West.

We tried our first lot of Black Slate on American Twin Shingles today with good results.

Mr. G. N. Kelley and his assistant Miss Kiefer have moved from their quarters in the Proslate Panel Building to the Sales Department Section of the Main Office. Their former quarters are to be used as a Girls' Rest Room.

Mr. Tuscher our Built-up-roofing Salesman is very optimistic as to the possibilities of increased sales along this line and is after it strong.

We have two new firemen in our boiler room now, Messrs. Bernd and McDowell. They are apparently much "on the job" as the Smoke Inspector's latest report showed no complaints.

H. Morman, our chief engineer, has also been put in charge of the Maintenance Crew.

Roberts our mechanical engineer is busy as a bee keeping things running smoothly. Our "time down" for repairs is getting less each day.

Chiar is out to show the FB and FH plants what production should be.

The weather here is much like spring, with now and then a cold day. Robins and other song birds have been seen hereabouts, with even pussy-willows in evidence. No snow thus far, and incidently none wanted.

Miss Helen Johnson was elected as visiting secretary of the Local Committee, E. M. B. A.

The Mill and Office boys have already started spring practice for their ball teams and are out in force each noon.

Freeman has been on to East Walpole on business. We miss "Louie's" smile.

Miss McCarthy has taken Miss Kelley's place as telephone operator.

E. T. Baker, formerly in the Shipping, is now a busy man in the Advertising on samples.

HAMILTON, ONT.

Our new system of using Cowan Truck Platforms for handling Wallboard before finishing is proving very satisfactory. This system allows us to store approximately 750,000 sq. ft. of unfinished board and iliminates all chance of unseasoned board getting out to customers.

18-in. Horizontal Artcraft has been run at this mill and is now on the market. All seem to be very well impressed with it.

Our No. 2 Machine is clicking off 200 squares per hour consistently and we soon hope to make 250 per hour.

Owing to No. 2 Machine and Wallboard Machine both being able to produce more than our requirements in 10 hours per day, we are forced to split the time between the two. For instance, we operate No. 2 one week and Wallboard and No. 1 Machine the next week. In this way it allows us to employ the same number of men at all times and also allows us to use experienced men on all jobs.

No. 12 Asphalt in cakes is working out very satisfactorily. We hope to be able to use them even during hot weather.

Our first run of 18-in. Artcraft went over in good shape. It makes a wonderful piece of roofing.

We are now experimenting with the Signode Fastener for shingle bundles.

PONT ROUGE, QUE.

Never have we seen the river so low as this year. Generally we have a thaw during the winter that increases the flow to some extent, but this year it has been a steady cold from November. Our new dam helps us considerably during the low water period and therefore our production is a good deal higher than it was in the old days.

The recent changes over the flume have made a great difference in the operating conditions and appearance of the mill, and now that the Bird Screens are giving results, we like them.

Somebody recently made the statement that we would get 40 tons per day with good water conditions. We all hope so and are now anxiously waiting to prove it.

A ton per man
And a half per day
Is the only way
We will make the mill pay.

SUGGESTIONS

The following suggestions were recently accepted and the standard prize of $5.00 awarded for each:

Truck for Deadening Felt, at DP	Michael Flavin, DPH
Change Exhaust from Steam Pipe between 4 and 5 Storage Tanks, FBS	Fred B. Stockton, FBM
Use for Waste Glazed Paper Received in FXR	Arthur B. Sprague, FXR
Better Circulation on Oil Heating Coils, FB	Fred B. Stockton, FBM
Change Shipper Handle at Saturating Rack, FBPM1	Louis Dolksever, FBP
Improvement to Skids in Heading Room, at FFF	John H. Bullock, PFN
Weighted Hooks to Hold Up the Cover on Facing Oil Kettle, FF	Wm. J. Colmer, FFQ
Pulley for Lowering Clamp Back of FF Print Ovens	John Wosner, FFP
Crane for DMPM2 Winder	Herman Nordstrom, DMP
Hand Submerging Roll, FBPM7	Ruel G. Fulton, FBP
Sliding Table on Rug Border Machine, FF	Austin MacAloney, FFD
Improved Lock Up Bracket on FF Print Machines	George E. Wood, FFM
Guide Roll Bearings for Ovens, at FFF	George E. Wood, FFM

BIRD CLUB ENTERTAINMENT

While the February 9th meeting was good, the general opinion was that the entertainment held on February 24 was better; in fact, many said it was the best we had ever given.

Interesting moving pictures were run showing every step in the raising and preparing of sugar and oranges for the market.

A little comedy given by our own talent, including Misses Ethel Cook and Beatrice Hammond, with F. C. Bassett, L. E. Tarr and H. B. Morgan, was very well presented.

Following the farce a comprehensive moving picture showing the manufacture of news print paper from the forest to the reading public was shown. This picture was obtained from the International Paper Company, through the American Paper and Pulp Association. Even though we are paper manufacturers ourselves, it was the first time that many of those present had any idea how paper was made or where the material came from.

Following the entertainment, Pierce's Orchestra furnished very excellent music for dancing until twelve o'clock.

There were nearly 400 people who enjoyed the entertainment and the dancing, which gives to this meeting the record attendance of the season.

RAYMOND F. HIGGINS

The community was saddened to learn of the sudden death of Raymond F.Higgins which occurred early Friday morning, February 24, at the home of his parents on Washington street, East Walpole.

Raymond graduated from the Walpole High School in the class of 1915, and immediately entered our employ in the office. Except for a period of about a year, in 1920, he has worked in the Accounting Department.

He was prominent in plant athletics being a member of both the office baseball and bowling teams. He has lived in East Walpole all his life and leaves a host of friends.

The funeral was held from the Church of the Blessed Sacrament on Sunday afternoon.

Besides his parents, Mr. and Mrs. D. W. Higgins, he leaves two sisters and two brothers. Much sympathy is extended to them in their bereavement.

CARDS OF THANKS

I would like to express my sincere thanks to my friends at Bird & Son, inc.

The shower was a complete surprise and each day I think of the wonderful generosity shown.

The money from the men will be used for silver which will add to the lovely gift of silver from my friends in the mill. I always will remember how kind you all were and would like you to know that it was a great pleasure to serve you.

Sincerely,
Marion Oldham Callahan.

I wish to express my thanks, through this column, for the beautiful table lamp given me by AC and AS, and also the Mill office for the welcome gold piece presented me.

—T. J. Morris.

I wish to thank my fellow workers and friends for their kind assistance and the expressions of sympathy in the loss of my dear wife; also for the beautiful flowers.

—Frank Farrar.

We wish to extend to the members of No. 1 Box Shop our sincere thanks and appreciation for the beautiful flowers sent in remembrance of our little girl.

—Mr. and Mrs. Henry Ryan.

We wish to acknowledge with thanks the many kind words of sympathy and beautiful flowers received from our friends in our recent bereavement.

George L. Kelly and family.

BUILDING AND ROOFING

We were all mighty glad to hear that Don Kimball, our chemist, who has been seriously ill, is now on the road to recovery.

Jerry Burke wore the champion broad grin of the season a few weeks ago when he announced that the stork had left a baby girl at his house.

Bill MacDowell, too, has a new daughter who, he says, is the best baby ever.

"Doc" Watson, Andy Manimon and Charlie Seavy had a wonderful time during the recent shutdown putting the label room and supply bays in order. The label room is a delight to the eye.

Joe Conley has been on the sick list for the past few weeks and we sure do miss his cheerful smile around the plant.

George Davis joined the ranks of the benedicts recently when he was married to Abby Phelan, daughter of James Phelan, of the Finishing Department. The young couple have the sincere good wishes of all their friends at the mill.

"Bob" Smith is proud of his new flow meters which measure the amount of steam used at the Floor Covering and the stills. The new 6-inch steam line to the Floor Covering plant has been completed, and the 4-inch line is to be used as a return line just as soon as the receiving tank is set up in the boiler room.

Charles Wisnefski, who has been working on No. 1 Machine for the past seven years, left on March 1st to visit his old home in Poland.

FLOOR COVERING

Charley Miller of FBV is helping out at FFV for a while.

FFV office is being enlarged to more commodious and adequate proportions.

John Jennings is having two kinds of good luck. He is just married and is spending his honeymoon in Canada.

A piece of real news—Our office boy wore an overcoat ONE DAY in February.

One day in February, No. 2 Print Machine ran 20,304 square yards of 8/4 goods in 24 hours. During this run, Hamilton's day shift was down but 40 minutes in 12 hours and McColgan's night shift was down but 30 minutes in 12 hours.

Mike Shergals, who is one of our solid citizens, is enthusiastic over the entertainments provided by the Bird Club. He is of the opinion that the one given in Bird Hall February 24 was worth two dollars of any man's money. So say we all of us.

MAIN MILL

John Smith, who has been delivering mail through the mill for the past few months, has recently joined the Laboratory staff.

Alice Baird has come to the mill office to help in the Planning Department.

Lothrop Bartlett, who has been assisting in the Laboratory since last June, recently left us to start on a course in chemistry at Northeastern College.

The Girl Scouts are enjoying to the utmost the use of the Club Room in FX2. It is an ideal place for them.

They held a costume Valentine Party in the Club Room on Friday evening, February 17, passing the evening with games, dancing, an entertainment and refreshments.

Helen Johnson and Harry Mann have been on the sick list.

MAIN OFFICE

Eric Harrison has transferred from the Floor Covering Department to the Cost Accounting.

We are glad to welcome Sophie Eppich who has come to work in the Stores Accounting Department.

Mrs. Jessie Dawson has returned to work here for a short time in charge of the high school girls who are doing special typing. She and her workers are comfortably located in No. 2 Box Shop in the former quarters of the Bird Machine Company.

Everybody was glad to see Louis Freeman, now of the Chicago office force, when he was here recently for a few days.

The Neponset Review

VOL X. APRIL, 1922 No. 4

BUSINESS IS IMPROVING

Since our last issue the volume of business in the plants, has, on the whole, shown considerable improvement.

Most of the manufacturing departments are now on full schedule. All paper machines are full; the Box factories have shown an increase in the past few weeks; Floor Covering and Rug Border are on full time basis. The Building & Roofing orders are increasing and the outlook for this plant is very promising; by the end of April we expect to be on full time. Phillipsdale plant is also picking up and will operate on a 5 day schedule for a few weeks.

We must at no time lose sight of the fact that competition is extremely keen and getting more so all the time. We must continue to make improvements in every possible direction as we have in the past, and above all, we must bear in mind the high reputation of our products.

Quality first! It's a great motto, which we must keep before us.

JOHN MATTSON WINS GRAND SUGGESTION PRIZE OF $100

If you should happen to tell John Mattson or Fred Stockton, both of the Building & Roofing maintenance crew, that it doesn't pay to write out and send in to the Suggestion Committee new ideas, you can just bet they will tell you that you are mistaken. The reason is that both these fellows not only got $5.00 for each of their accepted suggestions, but also John has received an additional check for $100.00 and Fred one for $50.00. The third prize was equally divided between William Livingstone, Phillipsdale plant; William H. Taylor, Building & Roofing stores; Howard Davis, Floor Covering block room; and Charles Seavey, Finishing department.

In obtaining first prize, Mr. Mattson submitted a total of twenty-eight suggestions during 1921. Of these the following eleven were accepted by the committee: separate drive for slitter at front end of FBPM7; safety device around main belt of FBPM7; safety device, soapstone separator shaft, FBP; install piece of iron back of conveyor on FBPM7; install brake on FBPM7 winder; install slide at feed roll in FBPM7 surfacing section; install iron at loop rolls, FBPM1 saturating rack; change location of ladder at end of FBPM1 cooling rack to front end of iron platform; put 45° elbow on end of saturating pipe in FBPM1 saturating pan; change drive at Art Craft section, FBPM1; shorten and lighten loop roll on saturating rack, FBPM1.

Fred Stockton Gets 2nd Prize of $50

Fred Stockton, who won second prize, submitted a total of seven suggestions, of which the following six were accepted: improvement on FBP coating pans; improvement to drinking fountain near front end of FBPM7; disposition of 1¼-in. pipe taken from FF oven; change drain pipes on FB stock sheds; better circulation of oil heating coils; change exhaust from steam pipe between 4 and 5 storage tanks, FBS.

Four in Tie for Third Place

The four men tieing for third prize submitted the following number of suggestions: Seavey, 11; Taylor, 23; Davis, 11; and Livingstone, 15. The following were accepted from each man: Livingstone—put band on dandy roll, spikes on loading runs at DP, and use 1¾-in. stickers at DP winder; Davis—tank for washing FF blocks, swing frame for FFB drill, and method of holding silk in frames at FF; Seavey—self feeding stencil brush, recut old ratchets on FB shingle tying machines, and use chains instead of ropes on live skids at FB; Taylor—plugs for Benzol tank covers, small window at FB office, and number positions on doors on house track at FB.

During 1921 the total number of suggestions received were 420. Of these 87 were accepted. This is quite a drop from the previous year when there were 705 received and 212 accepted.

OLD TIMER'S CLUB

Organized March 20, 1922

On Monday evening, March 20, over 150 long service employees of Bird & Son met and organized into an Old Timers' Club which will hold meetings from time to time. An excellent supper was served in the Brigade Room by Mrs. Lovejoy of the Tiot Lunch. At the head table were seated 24 members who were guests of the evening. These included those who had served 40 years or more with Bird & Son and those whose 35th, 30th, 25th, etc. anniversaries fell in the first six months of 1922. Music and community singing were indulged in following the supper, led by S. W. Smith.

At the close of the supper, the chairman of the meeting, Mr. H. H. Miller, explained the object of the Club and meeting. Mr. P. R. Allen and Mr. G. R. Wyman were called upon to say a few words, and they both responded whole-heartedly in favor of such a club and thought it a fine thing. It was then unanimously voted that we form an Old Timers' Club and the Constitution and By-laws that had been submitted were then read and unanimously adopted.

Telegram from Mr. Bird

Mr. Allen then stated that he had received a telegram from Mr. Bird, which he read, as follows:—"Please extend to Old Timers my heartiest good wishes, especially to Wyman who has just passed the thirty-fifth milestone. I am approaching the forty-fifth year of service, with Jack Smith a close second. My congratulations to Jack. I feel an obligation difficult to express to those who have assisted me during these years of hard and good times. Also, I wish to express my confidence in the New Timers upon whom must fall the task of carrying the flag which the old fellows in due time must pass on to younger hands. 'Honor and justice in the conduct of business'; let that continue to be our motto. Good cheer to everyone."

It was unanimously voted that the Chair appoint a committee to send Mr. Bird the Club's good wishes in acknowledgement, and the Chair appointed Messrs. G. R. Wyman, J. H. Smith and P. H. Bailey, who drew up the following which was approved and dispatched:—"The Old Timers' Club sends greetings to you, its oldest member, and wishes you and yours the best of good health and happiness. Our Association appreciates keenly the good wishes expressed in your telegram just read by Mr. Allen."

A letter was also read from Mr. G. R. Lewis, who started to work for Bird & Son in 1853. Mr. Lewis was unable to be present owing to ill health, and the chairman was instructed to acknowledge Mr. Lewis' letter in behalf of the Club.

It was then voted that the Chair appoint a committee of six to nominate officers for the Club. The nominating committee was appointed, after which the party adjourned to Bird hall where moving pictures and slides were shown. On the slides was the entire list of the guests of the evening, which included fifty-one names, and many pictures of old time employees and scenes around the plant. These pictures and scenes were very ably described by Mr. Allen who had taken many of them about thirty years ago.

From the enthusiasm shown at this meeting, the success of the Club is unquestionably assured.

Lack of space in this REVIEW prevents our publishing all the names of the guests.

Officers for 1922

The following officers were elected for the ensuing year:—Honorary President, Charles S. Bird; Honorary Vice-Presidents, George W. Lewis, Wm. P. Landy, John M. Smith, Thomas P. Maguire and Maurice Ahearn.

President, John H. Smith.

Vice-President, George R. Wyman.

Secretary, Annie F. Brown.

Directors, 3 yrs., Andrew C. Urquhart, Herbert H. Miller; 2 yrs., John J. White, Fred J. Ellis; 1 yr., Michael J. Hawkins and Stephen W. Smith.

DAYLIGHT SAVING FOR 1922

Although efforts are being made to do away with daylight saving in Massachusetts again this year, there is a slim chance that such efforts will be successful.

Beginning April 30, and continuing through to September 30, an extra 60 minutes by the clock, a golden hour by the sun, is being added to our day.

"What are you going to do with it?

"You cannot refuse, or pass it on to someone else. It already belongs to you and is a part of you. Whatever is done with it, you must do, and do each day.

"If it were money, or the things that money would buy, your plans for using it would be quickly made, but it is that priceless thing—time.

"If you waste these daylight hours, you lose some of your precious self besides.

"If, however, you wisely invest this seven per cent daily dividend on 'Old Sol' stock, you add to that precious self and actually increase its value.

"How can you make this investment? It's so simple—

"Choose your own security—baseball, tennis, swimming, hiking, gardening, golf, etc., or if you wish, divide the investment among them.

"But be sure to get some exercise in the open air.

"Your return will be increased happiness, health, strength and ability; decreased aches, ills and pains—and increased life."

ACCIDENT RECORD

FX1 and FX2 Win Banner for Month

Just Nose Out EM & ER

Standing for March

	No. of Employees	Accidents	Days Lost	Standing
FX1 and FX2	186	1	1	.984
EM & ER	145	1	1	.980
FB	242	1	15	.960
FF	192	2	8	.955
DM	235	3	15	.938

There were eight lost time accidents in March—more than in either January or February.

The Box Shops spoiled their fine record on March 31, having gone since October 24, 1921 (156 days) without a lost time accident. EM also had one on March 27, after playing it safe since November 30 (116 days).

Building & Roofing had only one accident, and Floor Covering had two.

The Main mill had three again this month, one serious on March 29.

The standing of departments for the first quarter (January 1 to April 1) is as follows:

	Av. No. Employees	No. of Accidents	No. of Days Lost	Standing
FX1 and FX2	180	1	1	.982
EM and ER	142	1	1	.977
FB	268	6	111	.758
DM	234	7	125	.633
FF	197	5	139	.557

FB had one accident brought over from 1921, while FF had two. These added considerably to the days lost for these departments.

—SAFETY COMMITTEE.

SAFETY FIRST

In case of fire in either Transformer House at FB or FF, the Main Mill C & D Engine Room should be notified to pull the switch for the Norwood Mills before any attempt is made to put the fire out by water or chemical extinguishers.

This is important to follow to prevent serious accident as the feed lines to these houses carry 6600 volts.

NORWOOD HOSPITAL DRIVE

The Norwood Hospital drive, which was conducted from March 15 to 26 throughout the towns of Norwood and Walpole, met with a very generous response in all of Bird & Sons offices and plant departments. The committee this year made arrangements with the different manufacturers that the employees' contributions would be equalled by a contribution from the firms.

Bird & Son showed a total of 874 subscribers, with a total subscription of $938.30. Several of our departments showed a 100 per cent subscription, and the aggregate shows that about 75 per cent subscribed to the fund. This is certainly a very good showing and substantiates the high regard for the very important work that the hospital is doing in the community.

The total fund desired for 1922 was $12,000 from both Walpole and Norwood. Walpole's share was $3000, and present indications show that both amounts will be met. The committee wishes to thank everyone for the splendid and generous help.

SHOES AND HEALTH

Have you ever stopped to connect that worn, cross feeling at the end of the day with the kind of shoes you wear? Too tight shoes, narrow toes, high heels are more frequently the cause of keeping us below par than a good many realize. Pains in the arch, the ankle, the knee, the hip, and even backache and headache are often caused by badly made or ill fitting shoes. Nature designed the human foot to carry the weight of the body: man designed shoes to protect the foot. If the shoes designed by man interfere with Nature's purpose, she will fight, and she is always victorious. The pursuit of happiness is much more enjoyable if we wear shoes that are nearly foot form. A long, well-spread, well arched, muscular foot is a sign of vigor and efficiency. When you put such a foot into a correctly shaped, neat, substantial shoe, you show it due respect, for which it will many times repay you. In choosing shoes, it is well to keep the following points in mind:

1. A straight inner border.
2. A long shoe with a rounded toe gives the foot room to spread.
3. A broad, low heel, running well forward, gives steadiness and acts as a shock absorber. Rubber helps.
4. A flexible shank gives the foot muscular freedom.
5. Low shoes give foot ventilation and are healthier than high shoes which should be worn for protection in bad weather.

Having chosen a well-shaped shoe, be sure it is correctly fitted: the heels should fit snugly, the toes should have full play, the lacings should draw the shoe well up under the instep, the sole should be wide enough to be seen beyond the foot when bearing the whole weight of the body on that foot.

Time spent in choosing suitable, substantial, good-looking shoes, which will give you comfort and good service is a good investment.

"A soldier on the march is no better than his feet."—Kipling.

NEPONSET CREDIT UNION

Don't wait until you have to ask it to help you. Start now and help yourself.

Send your name to Department GC and the Treasurer will be glad to come to see you, right on the job.

Notes from the Plants and Offices

MAIN OFFICE

We are glad to welcome W. H. Lenigan who has recently joined the Box Product Sales Department.

Mrs. Robertson spent a few days last month in the New York office helping to install a new card system.

Anna M. Roundy, of the Credit Department, is ill at her home, but we are hoping to have her back soon, entirely well.

Ed Murphy, who has been ill for several weeks, is convalescing rapidly and expects to be back at his desk within a few days.

With the coming of spring and the improvement of the roads, the interest in cars waxes strong, and deep and wide is the knowledge displayed by car owners and would-be car owners in various makes and designs.

Chick Campbell has created the biggest sensation with the new racing body on his old car.

The trip into school is going to be a good deal easier for Gillis now that he has acquired a Ford coupe.

Mr. L. L. Thompson, Southern Sales Manager, was at East Walpole, March 30. He reports an improvement in Southern business.

Mr. L. H. Greene, who for many years represented us as salesman in the State of Maine, has resigned to go into other business. The best wishes of all of Mr. Greene's former associates are with him in his new venture.

Mr. D. F. Pendergast has recently joined the Building & Roofing Sales Force with a sales district in Massachusetts.

Incoming orders are increasing. After the December, January and February spurt in business there was a recession during March, but the first three months of 1922 compare favorably, all conditions considered, with the first three months of 1921. With the coming of better weather, roofing is moving quite briskly from dealers' stocks. There is a considerable amount of building in the Boston district and it seems that the majority of houses are being covered with asphalt shingles instead of other forms of roof covering.

There is no doubt that there is more residential building planned than last year and while competitive conditions are severe, we believe that there will be a good increase in the sale of Bird's Roofs, Waterproof Building Papers and Wall Board during 1922. The Building and Roofing Department will show constantly increasing incoming orders from now until late autumn.

MAIN MILL

One of the early arrivals at the fire in the stock shed saw the following men there:

Steve Smith, Victor Smith, Arthur Smith, Jack Smith, Jim Smith, Tommy Smith and Professor Smith. As his name was not Smith, he said, "Let the Smiths put the fire out,"—and they did.

O. J. Goodspeed thought that any port would do in a storm, but unfortunately he picked the wrong port.

All aspirants for the Main Mill baseball team are requested to go south as far as South Walpole for spring training.

We suggest that when the Bird Club Boys go on their hike Sundays with ice cream pants, white hats, et al, they carry a banner reading, "We are the Bird Club Boys," so strangers in town will not think there is a new asylum in our midst and the inmates are out for an airing chasing butterflies.

We are glad to welcome Francis W. Smith to the Mill Office, where he has taken up work in the Planning Department.

During Miss Smith's absence, Harriet Beatty is substituting in the Manufacturing Office. Miss Smith, who recently underwent a serious operation at the Peter Bent Brigham hospital, is making an excellent recovery. At the present time she is convalescing at her home in Poughkeepsie, N. Y., but we hope to see her back at her desk within a few weeks.

It is good to see Tom Lavin's smile once more. Tom has been enjoying a few months' vacation in Ireland, and has wonderful stories to tell of green grass growing, warm sunshine and birds singing in midwinter.

The sympathy of the whole organization is extended to James Quinlan, foreman of the Blank Press Room, FX2, and to Margaret Quinlan, of the Floor Covering Record Department, who recently lost their father, Martin Quinlan.

Sympathy is also extended to T. P. Maguire, of the Cutting Department, in the loss of his son Edward P. Maguire, who died March 28 at his home in Hudson.

The many friends of Edward Manning were saddened to learn of his death on March 10 from pneumonia. Mr. Manning was employed for the past few years in the Finishing Department at the Main Mill, and for twenty or more years was a familiar figure around the plant where he did a great deal of masonry work.

FLOOR COVERING

We miss Joe Conley who is ill, but we Hazard a guess that his work is going along.

Julius Herman, long an inspector in FFF, is on the road with "Bob" Kimball. His knowledge of languages will be a valuable asset.

Frank Tareky, our budding Caruso, is now with FFV.

Every one of us sympathize with Leo Bernier, who is in the Norwood hospital convalescing from a separation between the man and his vermiform appendix.

Joe Charron is laid up with bursitis of the knee.

New Palace Fords are quite the rage. Because of them several of our fellows are suffering from amputation of the wad.

The FFV clock is sick. It has been trying to work 25 hours a day.

It is too bad the bowling team representing No. 1 Print Machine has been defeated recently by the No. 2 Machine team. Wake up, boys, and get a regular team.

Trying to Break the Accident Record

FF had a serious accident one noon a few days ago. It affected the whole works, for it actually hurt all the men who heard about it, we laughed so hard.

The big undercoating machine caught Emil Johnson's foot and tripped him to the floor. The pain was so great that he yelled lustily and shed real tears. Five men came to the office carrying him and asked us in chorus to get the nurse and Doctor.

Doctor Field ignoring the speed laws came as fast as gasoline would burn.

In the meantime the injured man was taken into the Emergency Room, where he would not let any one remove his shoe, but insisted on getting out his jackknife and cutting it off.

Some of the fellows whom the sight of blood nauseates could not endure to remain so made their get-a-way.

When after much cutting and pulling the shoe and stocking were removed we expected to have to pick up at least three toes from the floor, but to our great amazement which struck us all squarely on our funny bones, the foot bore not even a scratch. The only injury was to the shoe which Johnson had cut off. Doctor Field may have been angry but the grin he wore as he drove away gave no sign of it.

I wish to express to my associates, through the columns of The Review, appreciation for the beautiful flowers left in my office on the 35th anniversary of my coming with Bird & Son.

GEORGE R. WYMAN.

March 20, 1922.

BUILDING and ROOFING

The other day, while Granville Baker, laden with a dozen eggs, was piloting his roadster to work, a group of school children crossed his path. To avoid the youngsters, Granville steered toward the sidewalk, but lost control of the machine and felt himself taking a flying leap over the handle bars. With great presence of mind, he raised the eggs high overhead, and took a header into the gutter badly damaging one perfectly good chin. His chin shows signs of resuming its natural aspect soon, but the eggs, alas, are gone forever. Granville has the sympathy of the whole office force in his loss.

Mr. Chamberlain, Fred Ellis, Jack Graham and Frank Sego made a visit to Phillipsdale recently which they found both interesting and instructive.

The news from Joe Conley, our yard boss, has been encouraging in the past few days, and we hope to hear soon that he has left the hospital and is his own man again.

"Bill" Wilson, who left us the first of the year to become Manuafacturing Manager at Chicago, was a welcome visitor on his recent trip East to get his family. He says the Windy City is a wonderful place.

The number of car owners grows steadily so that stalls in the garage are at a premium. There is now a sizeable waiting list.

Jepson and Sutherland have blossomed forth in new sedans. Before Frank got the covers on the seat, he gave warning to all his passengers to bring their own covers—and they did.

Domenic Treventi, No. 6 Machine, recently elected President of the Italian-American Society of Norwood, is making extensive preparations for a parade to be held in May. The new charter of the organization is to be held open until May 1.

Mr. Montgomery's new car gives tone and distinction and all that sort of thing to the plant when it is parked outside the office door.

Frederick Hazzard has also joined the car owners. He is sporting a Ford coupe.

The triumphant grin of John Foley when he compares the day's run with the standard production sheets makes the whole organization throw out its chest with pride.

The tallymen on No. 1 are becoming rapid calculators. Their figures fly over the adding machine keys with a lightning-like ease that would make a comptometer operator green with envy.

We are not surprised to hear that Doc. Watson and Dick Stoddard wended their way homeward in the early dawn after attending the installation of officers at the Knights of Phythias, but we are astonished that Deacon Harrison was with them. But, then, as he explains it, the sheep always must have a shepherd.

We offer congratulations to Joe Conley who was elected Exalted Ruler of the Norwood Lodge of Elks at their March meeting.

Quite a number of men are planning to take out their citizenship papers at the September sitting of the Naturalization Court. Several Building and Roofing men were among the 72 who were given final papers at the March sitting.

Riding over from Norfolk is a pleasure, according to George Smith, since he has had the new top on his car.

During the recent shutdown, the office force and other salaried men had a chance to show what they could do in the way of making roofing, finishing rolls and loading trucks. Under the able leadership of Jimmy Sword and John Foley, a new record was made on No. 6 machine, and, as for loading trucks and cars,—well, the tale sounds like a heroic narrative of large tasks easily preformed by strong men.

We wish to extend our sincere thanks to all our friends for the beautiful floral tributes and for the many kind expressions of sympathy during our sad bereavement.

Mrs. James Quinlan and family.

I wish to express my appreciation of the sympathy extended to me and the flowers sent by DF Department at the time of my recent bereavement.

Mrs. Edward Manning.

NEPONSET SHINGLES SAVE TWO HOUSES

The Building Department received the following letter a short time ago from Ellison's Dry Goods Store, Waynesboro, Georgia. It speaks for itself.

"Gentlemen: As you know one of my tenant houses was destroyed by fire last night. I would like to take this occasion to speak a word of high praise regarding the Bird & Son's composition shingles as I am satisfied the two adjoining houses would have been destroyed also had they not been covered with the above-mentioned shingles. I would like you to please advise me if you have this shingle in stock, as I am planning to begin rebuilding very soon and would like to use them.

"Thanking you for your courtesies, I am

"Very respectfully,

"S. J. Ellison."

TOO GOOD TO KEEP

Collecting bills is never an easy job and in times of depression it becomes doubly hard. Now and then, however, a ray of humor, such as is contained in this customer's letter comes in to help lighten a hard task.

Southport, Conn.
December 14, 1921.

Mr. W. Rhind:
c/o Bird & Son,
East Walpole, Mass.

Dear Bro. Rhind: Kindly hand the enclosed check to the Balancing Department and have them receipt and return this invoice. Just let me say that I am not doing any business and have no money, therefore can afford to feel happy. I receive all your passionate appeals for money and weep bitter tears every time one arrives to think that I cannot respond at once. Then I get the idea that most of them are printed forms anyway and that probably every customer gets one, who does not pay within a day or so after he has received the damaged and battered lot of roofing that the R. R. delivers to him after it has been transported up and down the line two or three times. As I have said above, when I consider that probably lots of people are getting the same letter do not take it so much as a personal matter, then do not feel so badly.

Will pay when I have the dough — we call it dough because we all need (knead) it — so hereafter do not bear down so hard and do not send any more "collect" telegrams, for if you do, shall deduct the price thereof from the next invoice. Am keeping copy of this letter and shall remember regarding the telegrams.

To make a long story short, I wish you a Merry Christmas and a Happy New Year. Shall have to quit, for am at the bottom of the paper.

Yours very truly,
Fred E. Northrop, Prop.
Northrop Brothers.

WHERE?

Where can a man buy a cap for his knee,
Or a key to the lock of his hair?
Can his eyes be called an academy,
Because there are pupils there?
In the crown of his head what gems are found?
Who travels the bridge of his nose?
Can he use, when shingling the roof of his house,
The nails on the ends of his toes?
Can the crook of his elbow be sent to jail?
If so, what did he do?
How does he sharpen his shoulder blades?
I'll be hanged if I know, do you?
Can he sit in the shade of the palm of his hand,
Or beat on the drum of his ear?
Does the calf of his leg eat the corn on his toes?
If so, why not grow corn on the ear?

(Sent in by Eric Harrison, AC)

THINK

Before you're injured, think!
And then without a doubt
There will not be an accident
For you to think about.

HOUSE LOTS

Do You Want to Own a Home?

Make a Start Now. Buy a House Lot.

We are giving you the opportunity by offering for sale over 150 desirable lots in East Walpole and Norwood at prices from $150 upward.

Over 25 lots are located on streets where all public utilities are available.

Location of a Few of the Lots for Sale.

6 lots on Rock Hill Property, near East Walpole and Norwood line. Three of these lots are on Washington St. and three on Rock Hill St.

5 lots on the Westview Development, corner of Pleasant and Sumner Sts., near Morrill's Station. One of these lots is on Pleasant St. and four on Sumner St.

1 lot on Union St., East Walpole. One of the finest residential locations in town.

2 lots on Rhoades Ave., near Washington St.

3 lots on Bacon St., between Pleasant St. and Samuel Adams Road.

7 lots on Washington St. Two of these are located near Short St. and Carberry Road; three opposite the Bird School Playground and two near the corner of Rhoades Avenue.

3 lots on Pleasant St., near entrance to the Bird Club.

2 lots on East St., a short distance from corner of Washington St.

We will furnish plans and help to arrange loans for the building of your house.

Call and see us for full particulars.

Walpole Home Building Co.

INCORPORATED

Cor. Washington and East Sts., EAST WALPOLE, MASS.

April, 1922.

PHILLIPSDALE NOTES

The Suggestion Committee can look over a few more suggestions each month. Boys, let us keep them busy.

Henry Phelps, our champion bowler, finished the season in the Fraternity League with the high average. Rex Salisbury was a close second. They both bowl on the Odd Fellows' team and they claim they can defeat any Odd Fellow Bowling Team in this State or any other.

Have you noticed Bill Livingston traveling around with a big smile? Perhaps you don't know the reason. The Stork called on Bill the other evening and left him a big baby boy. Good luck to you and all the family, Bill.

Well, I'll be darned if Fergus hasn't gone and bought a new auto, boys, and a fine one too-a Studebaker Special Six! We wish you good luck, Fergus, with your new car. Now we will warn you to be careful or our next surprise will be that you are married.

Springtime is here and soon it will be time to plant your garden; so hustle around and get your old spade and hoe and see who can tell the biggest one next Fall.

Pat Lynch isn't feeling any better and he say's that old Volstead killed the only doctor that the working man had. Phil Delaney say's that he agrees with Pat.

Show me the beautiful girls of yesterday, says Jimmie O'Holleran. Come over to DPG says Ned Healey.

Some more good news, Boys! on March 23d the Stork made a stop at Fred Brownell's house and left him a fine baby boy. Good luck to you and family, Fred!

CHICAGO NOTES

"Windi-Citi-ites"

Well, we had a better week last week on shipments, getting 33 cars out against the previous week of 23 cars. We have had one-third more business for the yearly period to date than we have had over the same period of the previous two years.

Kelly is "busy as a bee" getting his booth ready at the Home Beautiful Exposition.

Thanks to Overholt's foresight, we are well supplied with coal and should stand off a coal strike for several months.

William Heitz, who had been with us a number of years on the machines, passed away at his home after a long illness.

The "call of the diamond" gathers the boys each noon on the lot beside the mill where they throw and bat the ball around at a lively pace. We have hopes of having a team or two here this summer in the Mill.

The new dry felt looper on No. 1 machine is working out very well and has meant much more continuous operation on the machine. The addition of one on No. 2 machine should likewise go far toward fewer shut downs.

Have you read Walter Camp's booklet entitled—"The Daily Dozen" or "Take a Tip from the Tiger and Stay Young"? In this booklet, which sells for ten cents at newstands, he shows that by a few minutes a day spent in real setting-up exercises that one is kept physically as well as mentally fit. This is no "ad" but incidently well worth a dime of one's money. It is for both men and women and appears 100 per cent "good stuff."

ART-CRAFT

"A—lways look for quality
R—ather than for price
T—ake the **ART-CRAFT** roofing
C—onsider something nice
R—ecover your old shingles
A—rtistically applied
F—rom fires you'd be protected
T—hen you'll be satisfied."

The above rhyme was written by Mr. Davis, one of our former salesmen in Ohio and now with Mr. Lowe in Columbus.

THE BRAVEST BATTLES

The bravest battles that ever are fought:
Shall I tell you where and when?
On the maps of the world you will find them not;
They are fought by the wives and children
of careless men.

HAMILTON

HERE'S SOMETHING TO SHOOT AT

Mr. Cliff Irwin, one of our Western Ontario salesmen, had a problem on his hands at a particular point on his territory, the population of which is 9,947. Here was the problem:—We had a hardware dealer whom we recognized as exclusive. His business did not warrant protection on the whole line. A branch was being opened at this point by a live dealer of ours in another town. He requested our materials. This is the result:—Mr. Irwin sold the new account our regular labeled materials, retaining the privilege to sell Shingles, Slate Surfaced Roofing and Wallboard to a lumber dealer, which he did, and in addition to this also sold to our dealer who was previously exclusive a car under special label. Three cars at one point with a population of 9,947 is going some. Congratulations, Cliff! good work.

IMPORTANT CHANGE AFFECTING TORONTO SALE AND DELIVERY POLICY

In order to fit our policy with the changed conditions and develop with the times, we have put Toronto on the map in a real way, so far as the sale of our materials goes.

The Toronto-Hamilton Highway has so closely connected our mill with the Toronto distributor's store or warehouse, that we are permitted to make deliveries direct within 24 hours from receipt of order. This change has encouraged the dealer, because it means a saving to him and greater volume to us.

A HOUSE WITHOUT A GARDEN

A house without a garden wouldn't suit my taste at all,
I need the mornin' glories trailin' tangled on the wall,
An' I need a clump of roses an' the peonies, white and red.
An' a patch o' scarlet poppies an' the pansies in a bed,
'Cause they're joys that I've been use to since the days of long ago,
When I played about the garden that the mother treasured so.

There never was a summer that my memory recalls
That we spent without a garden, livin' just in plastered walls.
Why, the hollyhocks an' daisies an' the tulips in the spring
An a bush o' purple lilacs have my childhood under wing,
For I spent it all among 'em with the mother at my side,
An' today if I should miss 'em I should think my soul had died.

A house without a garden is a house that's incomplete.
I've got t' have the velvet o' the grass t' rest my feet;
An' I've got t' have the blossoms of the good old-fashioned flowers
An' the friendship o' the roses just t' while away the hours;
'Cause the mother trained me to 'em in the days when I was small,
An' a house without a garden wouldn't suit me now at all.

—by EDGAR A. GUEST in "Motor Sparks."

LIBRARY

Learn to be good readers,—which is perhaps a more difficult thing than you imagine. Learn to be discriminative in your reading: to read faithfully and with your best attention, all kinds of things which you have a real interest in, a real not an imaginary, and which you find to be really fit for what you are engaged in.—Carlyle.

Our space in the Review is too limited to list all the good books received at our library each month. Watch the bulletin boards for new additions. Among the best are Prout's Life of George Westinghouse; Free Trade, Tariff and Reciprocity; and in stories: Martin Conisby's Vengeance, Farnol; Scaramouch, Sabatine; Beggars' Gold, Poole; In Blessed Cyrus, Richards.

Steve Traudt's Receipt for Home Brew

Chase a bull frog for three miles and gather the hops.

Add, 1 pt. shellac, 1½ gal. tan bark and 1 bar home-made soap.

Boil 39 hours.

Strain through sock of an I. W. W. so it won't work.

Add grasshopper to each pint to give it a kick.

THE BIRD CLUB APRIL ENTERTAINMENTS

The entertainment committee for April consists of B. R. Taylor, chairman, R. B. Wadsworth, Robert Hood and John E. Curran. The first entertainment will be held on the evening of *April 6 in Bird Hall,* when Mr. Allen N. Hoxsie, one of the foremost landscape photographers of the country, will give an illustrated lecture on

"A Trip to The Rocky Mountains."

Over five thousand miles are covered in Mr. Hoxsie's travel talk, from the plains of the Mississippi River, through the foot hills, into the great gorges, and up the mountains to an altitude of over two miles above the timber line and clouds, to the land of perpetual snow, The original views, true to Nature, in color, which accompany the talk, reproduce the grandeur and beauty of the great West so accurately that one may feel he is viewing the scenes in reality. In addition to the picture of the West, Mr. Hoxsie has a small, select collection of New England views which cannot fail to sharpen our pride in our home section. The lecture promises to be one of the most entertaining as well as one of the most instructive of the year.

The committee has arranged an exceptional program for April 21, which will consist of the following: Miss Farley, soprano soloist; Miss Thayer, character songs; Mr. Murray, Scotch comedian; Miss Cappricio, Gypsy violinist; Miss Joyce, character stories and recitations; Mr. Timmins, baritone soloist. The program will be followed by dancing.

Mr. Score and his entertainment committee for March' consisting of Messrs. Bernier, Wilson, Duncan and Geary' certainly held up the Club's reputation for providing good entertainments, as many thought they were among the best ever given by the Club.

On Thursday evening, March 9, Richard W. Hale, Esq., of Boston and Westwood, gave a very interesting talk to members following a supper at the Club House.

On Friday evening, March 24, the entertainment was held at Bird hall, and over four hundred members and guests attended. There were five different acts comprising the concert.

Sinatra & Farrari, Accordionists Extraordinary, were certainly artists and very liberal with the encores. Miss Conant was exceptionally good in her delightful topical songs. Miss Helen Cannon read several selections in fine style. Toby and Jack in a black and white skit and J. B. O'Beilly, tenor, were also good; in fact, they were all good. The program was well balanced, with proper proportions of classical and popular selections; and the committee is to be congratulated for their fine work.

MARCH SUGGESTIONS

The following suggestions were accepted at the March meeting and the standard prize of $5.00 awarded for each:

Shorten and Lighten Loop Roll on FBPM1 Saturating Rack.....	John Mattson, FBM
Partition in FF Rug Finishing Room.....	Harold Sibley, FFF
Install Switch at Foot of FFF Lowerator.....	Peter J. McCall, FFF
Improvement to Drive on FF Hangers.....	Otto Wenstrom, FFM

SONG

April, April,
Laugh thy girlish laughter;
Then, the moment after,
Weep thy girlish tears!
April, that mine ears
Like a lover greetest,
If I tell thee, sweetest,
All my hopes and fears,
April, April,
Laugh thy golden laughter,
But, the moment after,
Weep thy golden tears!

—William Watson.

GARDENS FOR 1922

Following the custom which has been carried out for several years past, the Walpole Home Building Company have sent out notices that garden plots will again be allotted this year for employees of Bird & Son, as well as other residents of East Walpole and Norwood, on lots belonging to the Company or Mr. C. S. Bird.

No charge is being made for the use of the land, and the only expense is three dollars for each plot, which covers the actual expense of plowing, harrowing and preparing the land for gardens.

Those having gardens last year will be given preference in using the same plot this year if they so desire; and anyone wishing a garden should notify the Home Building Company at their office on or before April 15, or the Labor Bureau will be glad to forward any applications of our employees who find that way more convenient.

PLANT A TREE

April 22 is 50th Arbor Day

"Jock, when ye hae naethin' else to do ye may be aye stickin' in a tree; it will be growin', Jock, when ye're sleepin'," said the old laird in "The Heart of Midlothian," and this advice is just as good to-day for every citizen who has access to a bit of ground. As an asset to any piece of property, a tree or trees cannot be overestimated. The moment a tree is planted the value of a piece of property is increased. Celebrate Arbor Day by planting a tree.

The Ten Commandments of Tree Planting

1. Do not allow roots to be exposed to drying winds, sun or frost.
2. Prune, with a sharp knife, any bruised or broken roots.
3. Have the holes large enough to admit all the roots without cramping.
4. Plant in good loam, enriched with thoroughly decomposed manure.
5. Do not allow any fresh manure to come in contact with the roots.
6. Spread the roots out in their natural position, and work fine loam among them, making it firm and compact,
7. Do not plant deep. Let the upper roots be about an inch lower than they were before.
8. Remove all broken branches and cut back at least one-half the previous year's growth of wood when planting deciduous trees.
9. If the season is a dry one, water thoroughly twice a week.
10. Keep the soil in a good degree of fertility. Mulching in the fall is beneficial.

BOY SCOUTS

At a contest, March 29, at the Norwood Civic Association, with Troops No. 1 and 3 of Foxboro, No. 2 of Norwood, and No. 1 of East Walpole competing, Troop No. 1 of East Walpole made second place in every event Another contest is to be held in Foxboro next month, and at that time, the East Walpole boys expect to make even a better showing.

The reports from Scout Clinton Hanscom, who is ill at the Norwood Hospital, are good, and the boys hope to have him with them again soon.

Several of the scouts have passed their cooking test, and report good progress on some of the other subjects.

In anticipation of warmer weather, active preparations are being made for interesting outdoor work.

George L. Appleton, of No. 1 Box Shop, has been helping Scout Master Nils Lindequist in directing the work of the boys.

FIRE IN PAPER STOCK

A fire was discovered in the main plant stock sheds at about 7 p. m. on March 14. The mill and town alarms brought out both departments who shortly afterwards had 16 streams of water on the fire which easily kept it under control and entirely confined to one bay of paper stock. The loss was about $3000.00.

Neponset Review

MAY, 1922

VOL. X NO. 5

OWN YOUR HOME!

The man who rents a house has no home worth while. A real home is the one you own and where you, your wife and your children, can work together to pay for and beautify your own property. No one takes great interest in planting trees or shrubs, or cultivating a garden, on leased home land.

You say you cannot afford to build or buy a home. You certainly cannot afford not to. You cannot afford to pay rental for the next 25 years and then have little or nothing to show for it. Do you realize that $25.00 per month used to purchase, rather than to rent a home, will, in 25 years, amount to more than enough to buy several homes?

Pay rent to yourself and not to the other man. Buy a piece of land first. It is a great satisfaction to own a house lot. Start your house as soon as you can, but don't make the cost beyond your means. You can, for a time, get on without a bath tub, without electricity, or even without a furnace. Our ancestors got along with stoves only and you can, if it is necessary to do so. Build so you can add these luxuries when you can afford to. A house of your own, even though very humble, will add to the health and the well being of your family.

The Walpole Home Building Company was organized to assist people to buy land and to build houses on small payments, on long time. It stands ready to help you not only to design a house, but to start a home.

WALPOLE HOME BUILDING CO.

CHARLES S. BIRD, President.

WALPOLE HOME BUILDING CO. ACTIVE

Growing Demand for Land and Houses

There has been a number of sales of real estate in East Walpole during the past few weeks and in addition to several lots that have been sold a number of houses have changed hands.

Some of the lots mentioned in the last issue have been sold or options obtained on them. If you are thinking of buying a lot on which to build, or of buying a home, our advice is to get in touch with the Home Building Company at once and let them show you what they have to offer.

The following notes will give some idea of the activities along this line the past few weeks.

The house at 30 Rhoades Ave. now occupied by L. E. Tarr has been sold to Mrs. Elizabeth Knox who will occupy the house as a home June 1.

A building lot on Rhoades Ave. next to the house occupied by Mr. Tarr has been sold to Mrs. Florence Young who will build a house in the very near future.

Wm. Gordon, a Bird & Son employee will occupy the house at 2 Stone Circle, Norwood on May 15.

Emanual Johnson, for many years an employee of Bird & Son, inc. has purchased from the Walpole Home Building Co. the cottage house located at 1375 Washington St., Norwood and will occupy the same on June 1. This house is one of twenty houses purchased several years ago from the Dr. Plimpton estate and this is the second sale made of these houses to employees of Bird & Son, inc. to occupy as homes.

A. L. Buck who has been living in the house purchased by Mr. Johnson will move to a house at 3 Stone Circle near by.

The contract has been let for making extensive repairs to the side walks surrounding the Bird Hall Building and other improvements to be made in the square near the building.

A contract has been let for a small addition to be put onto the back of the Bird Hall Building so as to add more floor space to the Post Office. A

Rhoades Avenue, East Walpole

lease was recently signed by the Government with the Walpole Home Building Co. for the use of the Post Office for the next five years and the Post Office Inspector found that it was necessary to ask for this increased space to take care of the increased business of the East Walpole Post Office.

The Walpole Home Building Co. Inc. have some very desirable lots to offer anyone who is at all interested in building a home and are glad to help with plans, loans and any other assistance possible in helping people so make a start in the line of building their own homes.

The new street cut through from Washington St. to Pleasant St. last fall is now nearly finished up to sub-grade and it is hoped the town will accept, in the near future, this street as a public way so as to open up some very desirable building lots along this new street.

L. E. Tarr has purchased of Mr. R. K. Bullard his bungalow on Pleasant Street and will occupy on June 1. Mr. Bullard plans to build in Walpole.

GIRL SCOUTS ENTERTAINMENT

A moving picture entertainment will be held in Bird Hall, Wednesday evening, May 17, for the benefit of the Girl Scouts of East Walpole. The feature will be a Jack Pickford picture—"The Man Who Had Everything". There will also be a Girl Scout picture and a playlet given the local Scouts. Candy will be sold during the evening. Tickets are twenty five cents.

HEALTH COLUMN

What is our greatest possession, the least considered, the most abused, the hardest to get, the most difficult to keep, the easiest to lose, the key to life? Health!

VEGETABLES—THEIR VALUE

Eat Vegetables to Replace Drugs; Eat Daily and Save Doctors' Bills

Now that we are coming to the season when fresh vegetables are in the market, it is interesting to know the specific value of the different vegetables in maintaining and improving health. It will be well to keep the following table in mind when planting the garden or choosing vegetables for dinner.

Tomatoes—Liver out of order, feeling in a torpid state of depression.

Lettuce—Can't sleep, nerves tangled. Eat a great deal of lettuce.

Celery—Tonic.

Onions—Nerve tonic, eat at bedtime. A little parsley will remove odor.

Spinach—Constipation.

Parsnips—Roasted, stewed, boiled or fried; as good as sarsaparilla.

Beets—Make blood, increase weight.

Beans (long pod)—Utmost food value.

Pumpkins—General debility.

Watercress—Imparts vim when out of sorts (use in sandwiches).

Parsley—Good digestion; eat constantly. Good flavoring for dishes.

Cabbage—Blood. Cleanser of impurities.

Asparagus—Kidney cleanser.

ONLY FIVE LOST TIME ACCIDENTS IN APRIL. NONE IN EM & ER

FB Runs Ahead of FX 1 & 2

STANDING FOR APRIL

	Employees	Accidents	Days Lost	Standing
EM & ER	142	0	0	1.000
FB	227	1	1	.987
FX 1 & 2	179	1	2	.982
FF	173	1	4	.976
DM	233	2	34	.912

During April only one accident was due to machine work, two were due to handling material, one from stepping on nail, while the most serious one was due to neglected wound which developed blood poisoning.

Don't neglect the small cuts and scratches—have them attended to.

—Safety Committee.

NOTICE TO EMPLOYEES

As required by Chapter 751, Acts of 1911, Commonwealth of Massachusetts and amendments thereto, entitled

"An act relative to payment to employees for personal injuries received in the course of their employment, and to the prevention of such injuries,"

This will give you notice that we have provided for payment to our injured employees under the above Act by insuring with The Employers' Liability Assurance Corporation, Limited, of London, 33 Broad street, Boston.

BIRD & SON, INC.

COMMUNITY GRADING MEET

The second Community Grading Meet was held on Saturday afternoon, April 29, at the Bird school grounds, and considerable rough grading was done. At the south end of the grounds the sub-grade was practically completed, which improves the looks very much. On the north end a large portion of the dirt and ashes which were excavated from the cellar were also removed.

At the Northeast Corner—Tractor, Teams Scrapers and Everybody Busy

There were about sixty present besides several young boys, whose names were not taken, who went around the grounds the forepart of the afternoon and picked up all the loose stones, etc. Among those present were B. S. Whittier, Byron Way, J. S. Leach, C. H. Evans, Warren Morse, F. L. Mansur, John Swanson, J. F. Hale, C. S. Bird, G. R. Wyman, Michael Powers, Charles Allen, Mike Minkevicz, John Graney, J. G. Donohue, James Lasky, John Hennessey, Mickey Lasky, Bartley Coyne, Justin Andronitis, Sam

At the South End of the School House A big improvement was made here

Hunter, Dennis Broderick, Jim Capone, John Driscoll, P. J. McDonald, John White, Ercoli Ronci, George Hathaway, Freeman Nickerson, Joseph Carberry, Stephen Smith, Louis Dumont, Thomas Kennedy, John Savage, Epie Puopolo, Allen Burns, Thomas Paquette, James Costello, Ben Taylor, C. A. Pifer, Patrick Walsh, Roger Noyes, George Appleton, John Lobisser, Stephen Reardon, Fred Loring, John Powers, B. D. Rogers, D. W. Higgins and G. J. Loring.

NEPONSET CREDIT UNION

Don't wait until you have to ask it to help you. Start now and help yourself.

Send your name to Department GC and the Treasurer will be glad to come to see you, right on the job.

NEPONSET CREDIT UNION

Answer the following questions quietly to yourself:

Why is it my neighbor can always buy his winter's supply of coal at one time?

How is it that he can always buy his children new shoes when they need them?

Where did he get the money to buy himself that new suit of clothes?

How can I have some ready cash when I need it most?

I'll bet if he saves a dollar or so every week in the NEPONSET CREDIT UNION that's the answer.

Note.—Why don't *you* try saving a little every week for one month and then if you don't like it drop out. If you like saving for one month, keep on for six months and by that time the habit is fixed with you and the foregoing questions are answered.

NEPONSET CREDIT UNION,
A. W. Smith, Treas.

ADVERTISING

No doubt many of our readers noticed the full page advertisement of *Bird's Rugs* in the April 15th issue of the Saturday Evening Post. Similar, two color, full-page advertisements will appear on each of the following dates: April 15, May 13, June 10, July 8, August 5, September 2, September 30, October 28, November 25 and December 23.

While this advertising is devoted chiefly to Bird's Rugs, it also mentions the chief building and roofing products made by us. The trade mark is extremely prominent. The panel on the left-hand side of the advertisement lists our principal roofings and waterproof building papers.

We have used the slogan "OVER 126 YEARS ON THE JOB." It is a good slogan.

That slogan implies that we know our business. We believe we make better wall board on account of our long years of manufacturing high grade paper products. We believe we make better roofing because we began to make NEPONSET Red Rope Roofing and Paroid a great many years ago when the present great production of asphalt shingles and ready roofings was undreamed of.

We believe that we give, year in and year out, a high average of service to dealers chiefly because we have been doing business with enterprising dealers the country over for a great many years.

We believe, too, that these are some of the reasons why several thousand dealers in this country deal with us year in and year out in good times and bad.

AND GO TO WORK

The Mitchell Manufacturing Company of Portsmouth, Ohio, have issued a little folder on the outside of which is printed "A One-Word Sermon on Business Conditions." Inside is this: "KWITCHERBELLIAKIN."

$800 IN PRIZES FOR SUGGESTIONS

The Prepared Roofing Association offers a first prize of $500.00, a second prize of $200.00 and a third prize of $100.00 for the best suggestion for a new use for Asphalt Roofing. Everybody is eligible, and it may be that little idea of yours which you may consider without particular merit may lead you to one of these prizes. Start thinking now about ways to use roofing paper different from the uses you have heretofore observed and send in your suggestion promptly.

We quote General Bulletin No. 17, issued by the Prepared Roofing Association:

A $100.00 SMILE

John Mattson, of the FB maintenance crew, wears a smile most of the time, but this is the extra wide one he wore when they told him he had been awarded the grand prize of $100.00 for having the largest number of accepted suggestions in 1921. John has been with us since 1908; until 1915 in the Main Mill repair gang, and since then at the Building & Roofing plant.

"The Prepared Roofing Association, at the March, 1922 meeting, voted three prizes, one each of $500, $200 and $100 respectively, for the best suggestions on 'New Uses for Prepared Roofing.' The award will be made at the Annual Meeting of the Prepared Roofing Association, New York, December 13, 1922.

"Suggestions are to be mailed to the office of the Prepared Roofing Association, Conway Bldg., Chicago, where they will be given a secret code number. All names and other distinguishing marks will be removed so that the award of prizes can be made solely on the merit of the suggestion offered.

FRED STOCKTON

Just to show what the FB Maintenance Department could do, Fred Stockton gathered in the second prize of $50.00 for the second largest number of accepted suggestions. Fred has been piper at FB since 1913. The B. & R. plant, especially the Repair Dept., is proud of its showing in last year's contest and is out to give all other plants a run for their money in 1922.

"Anyone may enter the prize contest.

"Suggestions, as entered, will be transmitted only to members of the Prepared Roofing Association in a private bulletin. Thus all members will have an equal advantage in acting quickly on suggestions that may increase the demand for the prepared roofing product."

All suggestions should be sent in as soon as possible, and none later than September 1, as the prize winners will be determined at the September meeting of the Association.

The Review hopes, of course, that someone in Bird & Son will win all three prizes. As we were one of the very first concerns in this field, also one of the largest, we should at least take an active interest in it, and some of the prizes should come to some of us.

WILLIAM LIVINGSTON

William Livingston, who upheld the honors for Phillipsdale in the Grand Suggestion Contest by tieing with three others for third place, started his Bird & Son career at Pont Rouge in 1908, and later was transferred to the Rhode Island plant.

We hope that everyone who reads this will pass the word along so that every member of our organization will know about this contest. There is no doubt but what there are many new uses for prepared roofing. Different uses are being found every day. For instance, one manufacturer stated that he is selling roofing to a shoe manufacturer to use as insoles. Another manufacturer says he is selling roofing to Detroit automobile manufacturers to use as a cushion to stop squeaks. Another manufacturer stated that slate roofing can be used as a back for stucco. He says slate roofing will hold stucco very nicely.

CHARLES SEAVEY

No, Charlie isn't worried. He's just getting an idea in shape to submit to the Suggestion Committee. Charlie, who is in the Building and Roofing Finishing Dept., shared the third grand prize for the third largest number of accepted suggestions in 1921.

Anyone may enter this contest and suggestions may be dropped into our suggestion boxes and will be forwarded to the Committee.

SUGGESTIONS

The following suggestions were accepted at the April meeting and the standard prize of $5.00 awarded for each:

Improvement to Cutter, No. 2 Sorting Room Basement —John Davis, DMB

Install Roll on Back of No. 2 Print Machine at FF, to Keep Paper from Going into Other Feed Rolls —Joseph Adamonis, FFP

Put Shim in FF Hanger Magazines to Keep Pipes from Sticking —Nicola Benedetti, FF

Change in Size of Wall Board Samples —Maude E. Kaler, PL

Connect Steam into Water Line that Supplies FBPM7 —Fred Stockton, FBM

The above suggestion by Fred Stockton was turned in last year. He was our Second Grand Prize Man, and now has the following standing for 1921 suggestions: 18 suggestions turned in; 8 accepted.

MANY FOREST FIRES THIS YEAR

Forests Burning in All Parts of State

During the week ending May 1, over five hundred serious forest fires were reported in Massachusetts and many bad ones were still in progre s.

The local rainfall since January 1 is four inches less than normal. This factor, and the ice storm last November which caused immense damage to trees, makes the present situation much worse.

These fires should and could be prevented if more care were taken by autoists, campers, fishermen and others going through the woods.

Early in the Spring the Walpole Volunteer Forest Fire Patrol was organized to help protect the thousand of acres of woodlands that surround our town. Mr. P. R. Allen, who was for may years tree warden of Walpole, realizing the additional danger that the ice storm caused, was instrumental with Mr. C. L. Donnell, the present forest fire warden, in organizing the Patrol.

A group representing all the citizens of the town were called together and discussed the plans with the Board of Fire Engineers, and, with the Boy Scout Troops throughout the town, a complete program was drawn up and has been in operation for several weeks.

The town is divided into four districts (North, South, East and West) and patrolled by autos and Scouts every Saturday afternoon and Sunday. The automobiles are provided with large signs reading

WALPOLE VOLUNTEER FOREST FIRE PATROL; HELP US PREVENT FOREST FIRES

and all members of the Patrol, including the Scouts, wear badges reading "Volunteer Forest Fire Patrol, 1922."

The Patrol has not, by any means, been able to prevent forest fires entirely around Walpole, but it is felt that it has certainly helped in the prevention inasmuch as many citizens and people walking around the woods have been cautioned of the dangers.

The plan has had considerable publicity in practically all the large Boston papers, many of them coming out here and taking pictures of the auto patrols and the Boy Scouts while they have been at work.

BOY SCOUTS COLUMN

The Boy Scouts have formed a baseball team and journeyed to Foxboro Saturday afternoon April 29th where they took Troop 3 team into camp to the tune of 7 to 4. They are now looking for more worlds—we mean teams—to conquer.

Saturday, May 6th, the boys are planning on all-day, ten-mile hike.

He That Planteth a Tree

(From "Scouting" May 1921. Forest Protection Week May 22 to 28.)

The man or boy who wantonly hacks or cuts down a tree or carelessly leaves a spark burning after his camp fire to work havoc and distruction is an enemy of society BUT

"He that planteth a tree is a servant of God
He provideth a kindness for many generations
And faces that he hath not seen shall bless him".

One tree may make a billion matches BUT one match may destroy a million trees.

Labor Secretary Praises Scouts

The Secretary of Labor, Honorable James Davis, replying to an invitation to attend the last meeting of the National Council of the Boy Scouts of America at Chicago, March 29 and 30 states:

"I do not believe there is any other organization in the country that is doing more in the line of a worth-while foundation for the future manhood of the country. From boyhood associations there arises lasting friendships and under the direction of ample leadership such as is supplied in the Boy Scout organization, they become the basis of fellowship and cooperation between a large number of boys. Systematic trainng in the principles of right living, love of country and a respect for the laws of God and man, are essential to good citizenship. This is the work which the Boy Scout movement is carrying on."

LIBRARY

When I consider what some books have done for the world and what they are doing, how they keep up our hope, awaken new courage and faith, soothe pain, give an ideal life to those whose homes are cold and hard, bind together distant ages and foreign lands, create new worlds of beauty, bring down truth from heaven—I give eternal blessings for this gift, and pray that we may all use it aright and abuse it never.

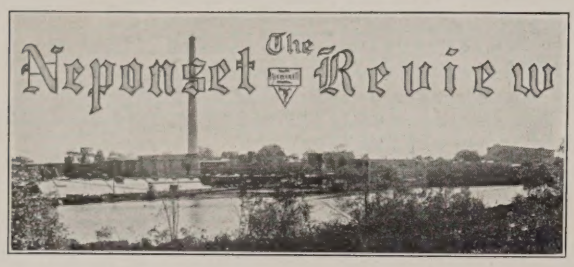
—James Freeman Clarke.

Recent Additions to Our Library.

Abraham Lincoln	*Hill*
Life and Letters of Martin Luther	*Smith*
The Vanished Pomps of Yesterday	*Hamilton*
Outlines of History	*Wells*
Queen Victoria	*Strachey*
Manhood of Humanity	*Korzyski*
My Brother	*Robinson*
Washington and the Riddle of Peace	*Wells*
Waste in Industry	*Federated*
Waste in Industries	*Federated American Engineering Societies*
Fish Cooking	*Spencer*
Book of Entrees	*Hill*
A Round of Rimes	*McCarthy*
Heart Songs and Home Songs	*McCarthy*
The Art of Biography	*Thayer*

Some Good Stories

Laramie Holds the Range	*Spearman*
Vandermark's Folly	*Quick*
Mr. Dimock	*O'Sullivan*
Montague Wycherly	*Harker*
Garden of Memories	*Cooper*
Her Father's Daughter	*Stratton-Porter*
A Man's Game	*Brent*
Snow-Blind	*Burt*
The Grey Room	*Phillpotts*
Rose and Rose	*Lucas*
The Girls	*Ferber*
Penny Plain	*Douglas*
The Tryst	*Lutz*



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Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

1774 1861
1812 **MEMORIAL DAY** 1898
1845 1917

And every village graveyard will have its green mounds, that shall need no storied monument to clothe them with a peculiar consecration—graves that hold the dust of heroes—graves that all men approach with reverent steps—graves out of whose solemn silence shall whisper inspiring voices, telling the young from generation to generation how great is their country's worth and cost, and how noble and beautiful it was to die for it.

—Putnam.

MOTHER'S DAY, SUNDAY, MAY 14

Mother's day, which falls this year on Sunday, May 14, will be observed nationally as well as locally by every one of the 3500 units of the American Legion Auxiliary. Assistance will be given the woman's organization by the 11,000 Posts of the American Legion.

The national effort at observance will be symbolized by an impressive ceremony over the body of the Unknown Soldier, in the national cemetery at Arlington, Va. Tribute will be paid to the unknown mother of this soldier, who was buried with distinctive honors last Armistice day.

IT'S THE LITTLE THINGS THAT COUNT

It takes so little to make us glad, to cheer us up, to make us happy; it takes and costs so little to be kind, to be thoughtful, to be considerate; it takes so little to lend a helping hand; yet it means so much, to others as well as to ourselves. We think too much about doing the things which look big in our lives, and we think too little of the everyday little acts of thoughtfulness, of kindness, the little helpfulnesses to those who are disheartened and down and out. After all, is it not the little things that make up life?

A MAN'S JOB

A man's job is his best friend. It clothes and feeds his wife and children, pays the rent and supplies them with the wherewithal to develop and become cultivated. The least a man can do in return is to love his job. A man's job is grateful. It is like a little garden that thrives on love. It will one day flower into fruit worth while, for him and his to enjoy. If you ask any successful man the reason for his making good, he will tell you that first and foremost it is because he likes his work; indeed, he loves it. His whole heart and soul are wrapped up in it. His whole physical and mental energies are focused on it. He walks his work; he talks his work; he is entirely inseparable from his work, and that is the way every man worth his salt ought to be if he wants to make of his work what it should be, and make of himself what he wants to be.

—Senator Arthur Capper.

WHAT IS A FRIEND?

Two men were talking about friendship, and one of them had praised Emerson's splendid essay. The other said, "I don't know what Emerson wrote on friendship, but I am willing to accept for myself the definition of a friend, written by some unknown writer, that I found somewhere the other day printed on a little slip of paper. Let me read it to you."

"What is a friend?" he read. "I will tell you. It is a person with whom you dare to be yourself. Your soul can go naked with him. He seems to ask of you to put on nothing, only to be what you are. He does not want you to be better or worse.

"When you are with him you feel as a prisoner feels who has been declared innocent. You do not have to be on your guard. You can say what you think, so long as it is genuinely you. He understands those contradictions in your nature that lead others to misjudge you.

"With him you breathe free. You can take off your coat and loosen your collar. You can avow your little vanities and envies and hates and vicious sparks, your meanness and absurdities, and in opening them up to him they are lost, dissolved on the white ocean of his loyalty. He understands. You do not have to be careful.

"You can abuse him, neglect him, tolerate him. Best of all, you can keep still with him. It makes no matter. He likes you. He is like fire that purges all you do. He is like water that cleanses all that you say. He is like wine that warms you to the bone. He understands.

"You can weep with him, laugh with him, sin with him, pray with him. Through and underneath it all he sees, knows, and loves you.

"A friend, I repeat, is one with whom you dare to be yourself."

By Thomas Drier in Forbes

THE WASHINGTON CONFERENCE

On May 1, Mrs. Charles Sumner Bird gave an interesting address, "My Impressions of the Washington Conference," before a large and appreciative audience made up of members of the Wednesday Club, the Walpole Woman's Club, the Bird Club and their guests. Mrs. Bird was a member of the President's Advisory Council, which had the task of keeping the delegates informed as to public opinion. All groups and sections of the country were represented on this Council, and to them was given an unusual

Mrs. Charles Sumner Bird

opportunity to meet and know the delegates and to watch the development of the international agreements. Mrs. Bird outlined briefly the delicate situation which confronted the delegates, particularly with regard to the Far East, and paid glowing tribute to the wise, far-sighted leadership which made possible the unanimous agreement of the different nations as to policies governing their future conduct in regard to questions which loomed large on the horizon as possible causes of future wars. She spoke of the atmosphere favoring the limitation of armament which was fostered by the impressive ceremonies and the President's stirring address at the burial of the Unknown Soldier. The opening of the Conference came the next day when Secretary Hughes made the tremendous proposal which disarmed suspicion and insured the success of the Conference. Following her address, Mrs. Bird showed pictures of the delegates, telling of some of the characteristics, both national and individual of each one, which colored his contribution to the parley. Mrs. Bird was emphatic in her declaration of the success of the Conference, and expressed her belief that this was the forerunner of other meetings of the nations around the conference table which will bring nearer the ideal of the nations of the world living in harmony.

On behalf of the different clubs attending, Mrs. Bird was presented with a large basket of flowers as their expression of appreciation of her talk and a token of their regard for her as one of the foremost citizens of the community.

A short reception was held which gave her fellow-townsmen an opportunity to welcome Mrs. Bird back to East Walpole.

High prices decline when declined.—*Greenville Piedmont*

Someone forgot to put "vision" in tax revision.—*Wall Street Journal.*

A dollar is beginning to look like money.—*New York Evening Mail.*

Business won't come back; you'll have to go after it.—*Lincoln Star.*

A man never realizes the blessing of being born poor till he gets over it.—*Greenville Piedmont.*

Prohibition poster says: "Many on the water wagon feel better off."—*New York American.*

We are not sure yet that jazz is dead. But if it is we know where it has gone.—*Duluth Herald.*

While the textile strike is on, a good many more than 10 mills won't make a cent.—*Boston Globe.*

Some men think they're doing their work when they're only doing the works.—*Washington Post.*

The world would be happier if its leaders had more vision and fewer nightmares.—*Columbia Record.*

The only two who can live as cheaply as one are a flea and a dog.—*Newspaper Enterprise Association.*

In spite of all these expert predictions that business will get better, it will.—*Newspaper Enterprise Association.*

Don't be too optimistic. Congress will find some way to spend the money we save by disarming.—*Boston Post.*

A music teacher says jazz is dying. Well, the sound indicates that t is dying hard.—*Harrisburg Patriot News.*

Every child comes into the world endowed with liberty, opportunity, and a share of the war debt.—*Mansfield News.*

Another unequal tax is having to pay the same amount of salary to all kinds of Congressmen.—*Washington Post.*

Canada and the United States found the right armament ratio a hundred years ago: 0-0.—*New York Evening Post.*

Many a man thinks he is driving his own car when his wife, on the back seat, is actually doing it.—*New York Evening Mail.*

It might be a good idea to pass the cost of the old wars on to posterity so that posterity can't finance any new wars.—*Columbia Record.*

We feel certain our grocer and butcher never read the newspapers or they'd know that prices are coming down.—*New York American.*

If you chance to meet a sneezer, swat him promptly on the veezer; thus you stifle his cadenza and avoid the influenza.—*Louisville Times.*

Some people are so busy worrying about the general depression that they haven't time to go after new business.—*Rochester Times-Union.*

English law prohibits a man from marrying his mother-in-law. This is our idea of the limit of useless legislation.—*New York American.*

A writer says nine-tenths of the people know how to drive a car. Evidently he hasn't studied the police court records.—*Mansfield News.*

A woman who speaks twelve languages has been married to a man who speaks seventeen. That's about the right handicap.—*Arkansas Gazette.*

A New York schoolboy, who has married his 45-year-old teacher, says he will complete his education. He will!—*Little Rock Arkansas Gazette.*

Much of Lloyd George's success is due to his wisdom in living in an age when there is nobody to take his place.—*New York Evening Telegram.*

If an oil magnate does raise the price of gas to cover the cost of donations to charity, he at least makes some people give who otherwise wouldn't.—*Pasadena Evening Post.*

A Scotch scientist predicts that the world, finally, will be managed by big lizards walking on their hind legs; and yet they say that Scotland is going dry.—*Columbia (S. C.) Record.*

The Soviet has issued paper money to the extent of five trillion, seven hundred and fifty billion rubles. That is a dollar and seventeen cents in American money.—*Seattle Argus,*

HOW MANY REMEMBER THIS MAN?

Here is an old-time picture shown at the Old Timers meeting that was taken 30 years ago by P. R. Allen. Ira Frizzel used to live at Allen's Corner and was the town's wood sawer for many years. He had previously spent many years at sea. The poem was printed on his cards.

My name is Ira Frizell,
As most of you do know;
I began this thriving business,
Some forty years ago.

I've sawed 4,000 cords or more,
Besides I've been to sea;
And if you don't believe it,
Just come and pump me.

I'll saw it nice and even
And split it with great care,
And pile up against the house
And make the neighbors stare.

And when the neighbors see this work,
They'll know it's some of mine;
And when the saw has ceased it's tune,
The file begins to grind.

VEGETABLES NEEDED BY YOUR FAMILY

A List of Good Things to be Planted in a Medium-Sized Home Garden

Seeds should have been purchased and ready by this time, but if not there is still opportunity, in spite of the scareheads of the garden expert. The real advantage of ordering seed early is to save time. Everything that can be done before the real "opening" of the garden season should be accomplished.

Radish—Early Deep Scarlet.

Lettuce—Black-seeded Tennisball; Iceberg, Cos, Mignonette, for hot weather.

Beets—Crosby's Egyptian, Early and Midsummer. One half-ounce of each makes two or three plantings.

Carrots—French Forcing (early), Danvers Half-long (later). Same amount as of beets.

Swiss Chard, New Zealand Spinach, one-half paper of each; one planting enough.

Tomatoes—John Baer (early); Stone, all-season. One-fourth package former, one-half package latter. Earliana and Bonny Best also good early varieties.

Peppers—Chinese Giant (sweet), Chili (for pickles). One-half package.

Parsley—Triple-curled. One package.

Onions—"Sets" for early use; one quart. Yellow Globe Danvers, seed; one paper.

Salsify, parsnip, eggplant (Black Beauty); one package each.

Summer Squash—Giant Summer Crookneck; 4-6 hills; one-half package.

Peas—as many as you have room for. Little Marvel, Nott's Excelsior, Sutton's Excelsior, Gradus, early; all good. Pioneer, Alderman, Breck's Old Glory, later. Telephone and Champion, splendid, if you can bush them successfully. One pint or more of each; make several plantings at intervals.

Endive—For late salad, Farquhar's Winter Beauty.

Cucumbers—Farquhar's Perfection; half a package; two plantings.

Cabbage—Early Jersey Wakefield (early); Danish Ball-head (winter); Improved American Savoy (all season). One-half package of each will give you all the seedlings you wish.

Cauliflower—Farquhar's Earliest Dwarf Erfurt. One-half package.

Brussels Sprouts—Farquhar's Matchless. One-half package.

Celery—(Omit unless you have plenty of space and muscle.) Paris Golden self-blanching (early); Boston Market (late); one package each.

String Beans—Improved Golden Wax, Plentiful, Bountiful, Giant Stringless, Masterpiece (all stringless and green); one-half pint makes two plantings. Plant all beans sparsely. Kentucky Wonders for poles and arches.

Lima Beans—Burpee's Bush. One-half pint makes two plantings.

Lima Beans (pole)—Early Leviathan.

Henderson's Bush Lima or Sieva. One can hardly plant too many, with canning in view. One pint makes two good plantings of two good-length rows each.

Corn—Golden varieties exclusively and emphatically. Amount limited only by space.

Melons and running squashes, if room.

CHARLESTON, SOUTH CAROLINA

In the February issue of the *Review* we printed a letter from Mr. E. H. Bartlett, from Charleston, So. Carolina, telling us of the time he had in finding a house and the many Neponset products he found in traveling about the South.

The following interesting article was written by Mrs. Bartlett, who accompanied him. Mrs. Bartlett was formerly employed in the Main Office.

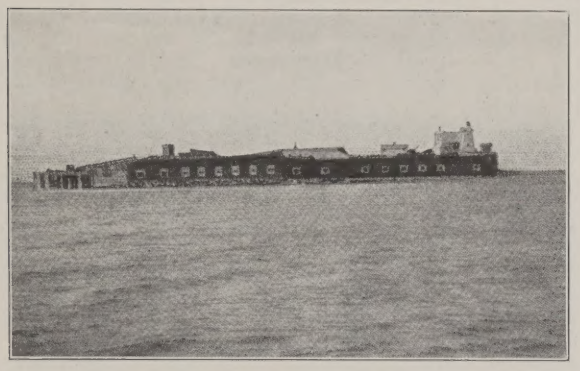
Between the Ashley and Cooper rivers stretches a tract of land, the surface of whose area is so smooth and level as to suggest its being flattened by use of a giant roller. Intersected as it is by various creeks and streams, it seems a rather unusual and unpromising foundation on which to build, but such is the geographical situation of the city of Charleston, South Carolina.

A nice, quiet, grandmotherly old city it is, suggestive of lavender and old lace, and radiating the spirit of Rabbi Eben Ezra—

Grow old along with me,
The best is yet to come,
The last for which the first was made!

In mental atmosphere somewhat akin to our own Boston, which has been aptly described as a "state of mind."

At the extreme end of the Peninsular, completely surrounded by water lies the playground of the city—Battery Park. It is adorned by many fine palm trees and rows of magnificent live oaks. These oaks are an evergreen tree, with small, shiny green leaves, and whose nature it is to support a growth of Spanish moss, but this moss is frequently removed as it saps the life of the oak. Clustered



Fort Sumter, Charlestown, S. C.

about this park are some of the most exclusive homes of the city, high old Colonial mansion houses for the most part. Here, too, on sunny days are seen dozens of the faithful colored Mammies caring for white children, of whom they are invariably fond. At the entrance of the Harbor are Forts Sumter and Moultri lying placidly at their moorings, perpetual reminders of a tragic period of events. This background today has the picturesque addition of the U. S. naval fleet dotted along the water front, over one hundred ships being based here for the winter.

Civil War Museum

The vivid tales spun by Civil War veterans of a winter's night are made doubly real by a call at the hall over the ancient Public Market, where the Daughters of the Confederacy have preserved for our better understanding of history, articles pertaining to our family quarrel of '61. On General Robert E. Lee's birthday this hall is open to the public, while native Charlestonians entertain callers, and it is indeed gratifying to be assured by those best fitted by experience and judgment to know that, while the memory of the suffering still rankles, we are now for the most part a country united in spirit as well as in fact.

The Slave Market

Just off the main street the former slave market still stands, serving a useful purpose as a garage, and it is quite fitting that the adjoining building should be use as Lodge rooms by organizations of colored people.

Quaint Old Streets

But when all is said the first great appeal Charleston offers to the visitor is the style of quaint and foreign looking architecture of the streets and homes. Narrow and cobble paved still are some of the streets. Houses are set gable end to the sidewalk, from which leads a door, directly to the house, or piazza, and also a gateway often of wrought iron in artistic pattern imported in the olden days from England. The walls enclosing the gardens are high, of cement or brick, ivy covered, and sometimes broken bottles or sharp spikes cemented into the top to prevent the escape of slaves, or foil any intruders from without. This unpleasant reminder, however, is lost sight of as the summons on the burnished brass knocker brings a gray haired darky servitor to the door, who ushers the caller into the interior of this rather illusive, mysterious and altogether charming place. Many of the houses have two and often three large balconies on the side overlooking the garden, whose attractions include palm trees, japonicas, and the vivid flaming glory of the poinsettias. As a background for these, over trellis and low back wall runs a riot of climbing roses and yellow jessamine vines.

To understand the city as it appears today account must be taken of her great sufferings at different periods. Taking, as she did, an active part in the American Revolution, her citizens naturally realized all the humiliation and discomforts incident to the British occupation. Besieged for many months during the Civil War and ravaged by fire, the end of that determined struggle left the citizens a legacy of embittered minds, but a deathless spirit. Partially recovering from these disasters, in 1885 a tornado swept over the city leaving widespread destruction, and before the effects of this could be repaired an earthquake of serious proportions occurred, straining or utterly ruining seven-eighths of all the buildings in the city. Today everywhere are seen on mansion house and shop great iron cans or crosses used in girding the buildings for safety. A gentleman who had experienced battles of the Civil War says the quake was infinitely more terrible than a battle. In this instance it meant 60,000 people homeless for two weeks, the confusion and terror being added to by the thousands of excitable and superstitious negroes.

Old Charleston has suffered much! But through all her vicissitudes of tragedy and endeavor pride and courage are ever her watchwords.

Colonial Churches

In Charleston are many churches notable for age, historic interest and surpassing loveliness of Colonial architecture.

The Unitarian Church

Of especial interest to the sons of Harvard and their many friends is a church edifice in perpendicular gothic, now used by the Unitarian Society. The ceiling of the interior is a very good example of fan vaulting or fan tracery modelled after the King Edward Chapel of England. The Pastor for many years was the Rev. Samuel

Unitarian Church Showing Fan Vaulting

Gilman of Boston, the author of "Fair Harvard," and at the top of the church tower is a memorial room given by the Harvard men of America. It is finished in soft brown wood with no adornment other than a small white plaster bust of Rev. Edward Everett Hale. From the windows the eye ranges over an extensive view of city and harbor.

Elizabeth M. Bartlett.

Notes from the Plants and Offices

MAIN PLANT

Have you noticed our shipper, Mr. Morse? He carries scented cards and smells so near like a funeral it almost makes one weep. If you notice Bob weeping, calm yourself, it isn't sympathy; in all probability, it's his hay fever coming on again.

Nearly everyone goes to church on Easter Sunday if at no other time. Some go, but find the church so full that no more can be admitted so they return home. Well, their intentions were good, at least.

Daylight saving does ball one's schedule all up. John Burke noticed the Manufacturing Office clock pointing to twenty minutes to twelve Saturday, so he grabbed his hat and raced out of the yard to make the bus. When he arrived in the square, he saw that the town clock said twenty minutes to eleven, so he turned around and went right back again. The Western Union men were a little previous in advancing the clocks.

Wives and sisters need have no fear about sending men from the Main Mill to match samples of silk. They all passed successfully the tests for color blindness which were given at the hospital by Dr. Riemer.

The Fire Company of East Walpole expects to garner several prizes in the contests this summer, for Jimmy Quinlan has purchased a bicycle and the muscles he is going to develop in pedalling over the miles of country road ought to help in handling the hose with speed and dexterity.

No, Joe Sheehan hasn't taken up a foreign language — that peculiar jargon he's talking is related to his new radio outfit, which is working so well that Joe hears a couple of concerts every evening now.

H. A. Wentworth, C. W. Conrad and Frank Fisher are all interested in wireless, and expect soon to be listening in on the world.

Donald Merrill was in an automobile accident recently, but outside of a few dents in the mud guard and a few scratches on the body of his car, no damage was done.

Pat Egan and Joe Knaus are in competition to see who can make the most arrests. Both have been appointed special officers, so be careful how you walk through No. 5 machine room.

J. B. Maguire, after his experience in gardening at the Bird Club, feels that he can make a garden at home pay.

Wanted. Information as to the proper care of goldfish. Please send to the Hospital.

"Russ" Tupper has been elected manager and "Miller" Higgins captain of the Main Mill baseball team.

Tom Lavin was unable to get acclimated to Ireland so he returned to East Walpole after a short stay in the Old Country.

Mr. Hills of PM, better known as "Gasoline Gus," can be seen almost any time directly ahead of a cloud of dust at the wheel of his new Dort.

It is good to see Miss Welthea Smith back at her desk after her serious illness.

Anyone who wishes to go on a fishing trip will please send his name to Bob Morse before July 7th. The sole purpose of this trip is to catch fish.

MAINTENANCE DEPARTMENT

Just to give tangible expression to their good wishes and to show Martin King how much they think of him, the boys of the Machine Shop presented him with two rattan chairs just before he left on his honeymoon.

Jim Hadden is looking forward to a visit to his old home in "bonnie Scotland." He is planning to sail about the first of June.

FOR SALE

2 Tenement House—4 rooms each. Good location in East Walpole. Address P. O. Box 156, East Walpole, Mass.

CAN YOU REMEMBER

When Tom Lavin drove "Old Kate" on the ash cart?
When Mr. Bird rode the bicycle with red tires?
When Mr. Wyman came back from Provincetown with his mustache shaved off and his upper lip blistered by the sun?
When Carl Schaier's mustache turned up instead of down?

Jack Smith and his Department in the Early 90's

When Andy Urquhart and, later, "Joe" Engley went around the mill equipped with two monkey wrenches, one coal shovel and a hammer?
When Tom Maguire never walked but always rode a "bike"?
When Bill Quinn blushed when a girl even looked at him? (They all fall sooner or later.)
When Joe Rosevitch was "office boy" for H. & V.?
When Bill Landy used to trade horses to get a faster one each time?
When Frank Murphy wore the short, light, top coat?
When "Tap" Geary never missed a dance?
When Tom Morrissey was our Beater Room mechanic and he and Andy Walker did all the filling of jordans and beaters?
When the girls were pushed off the bridge into the river?

Our Main Plant Watchmen
Left to right: Albert Erickson, Richard C. McCabe, Eugene C. Sullivan

When John Curran was only 4½ ft. tall?
When "Jim" Kivlin did the shipping, etc., for the Box Factory?
When Jim Geary backtended for Bill Landy and Jim Smith ran No. 5 and John Maguire No. 3 machines?
When Prof. Smith and August Hildebrand beat the stock for No. 3 machine?
When Mr. George Lewis sewed the wires for the machines and Mr. H. D. Taylor worked nights all the time—thirteen hours at that?
When John Spillane took his first course in paper making at the Main Office?
When Mr. Bartlett and Mr. James Henderson "did the necessary" for shipping the mill products up over the old trestle?

SOME OF US CAN.

NORWOOD PLANTS

Building and Roofing

The Building and Roofing Emergency Room is very attractive in its new coat of paint. When Mack has the window box completed, the flowers will bloom in the spring—and the fall and the winter.

Notice

Anybody who wishes to communicate with Mars should get in touch with George Smith. World news hot off the wireless every hour.

We all wish Jack Fitzgerald every success as an Artcraft salesman. He knows how 'tis made, we are confident of his ability to demonstrate how 'tis sold.

WHO'S WHO

Jerry Burke is the man in FBF who can tie shingles as fast as the conveyor can bring them along and who wraps roll goods so fast that it keeps the truckers hustling to keep up with him. Jerry has been with us only since 1920, but he has already established a record on shingle finishing that will be hard to break.

Lewis Eaton, our former storekeeper, was surprised by a visit one recent Sunday morning from the grandson of the King of Siam. Mr. Eaton was for many years a missionary in Siam and was a personal friend of the King. It was his wish that his grandson, who is now studying in Boston, should call on Mr. Eaton.

It seemed mighty good to see Joe Conley drive into the yard recently. He is feeling more like himself than he has for several weeks past.

The satisfied smile that Charlie Seavey is wearing is due to the recent visit of the stork with a 10-lb. baby boy.

The whistle on the 9 o'clock train from Providence got caught last Sunday night and caused the residents all along the line much alarm. Mike Sheehan, our efficient fire chief, came down to the mill in zero seconds flat expecting to be greeted with tongues of flame reaching heavenward. He was agreeably disappointed to find it all calm along the Neponset.

Charlie Savage has joined the car owners again. We can see how it works on week days, but there is much curiosity as to how he fits the family into it on Sundays.

The sympathy of the entire organization is extended to Antonio Cregnalo, of the Kettle House, whose baby died at the Norwood Hospital as the result of severe burns.

Our friend, Bassett, beat all records one recent Wednesday night after spending a pleasant evening in Canton. The time passed so quickly that Bassett missed connections with the auto that was to bring him home, so he bravely started out **a la Weston**. From his appearance the next morning, he must have traveled at some speed. All he says is, "Never again! I'd rather sleep by the roadside."

CHRYSANTHEMUM CLUB

On the 17th, the girls staged an April shower of their own to show their good wishes toward Viola Readel, who is soon to be married. They presented her with Pyrex for her new home.

Olive Burke has been elected secretary to fill the vacancy made by the resignation of Viola Readel.

The basketry class which has been meeting this winter have made a variety of very attractive articles—sandwich trays, work baskets and flower baskets will soon be ready to display to friends. The girls are suspicious of Mazie Driscoll's intent to tie red bows on the handles, but hope they can confine her decorative ambitions to her own basket.

FLOOR COVERING

We are all so busy here making floor covering, shipping it and looking after a million little details that we do not have much time to nose around for news, but, as we went outside the other day at noon to sit in the grass and smoke, a little bird sat on a tree limb above us and sang a sweet little song which, being reduced to prose, sounded something like this, "Why do they not put some tarvia or heavy oil on the street between the office and the mill to stop the dust from blowing in through the open doors and windows until our desks and the papers on them are fairly black with it? Why don't they? Why don't they? Why don't they?"

Frank Payne, FFB, is the doting daddy of a little daughter, born in April. We envy him.

Signs of Spring! Rouillard is wearing white stockings again and Narbut, the office boy, has appeared in his RED sweater.

Jessie Ghen blossomed out with a Mayflower in his button hole one Monday morning—evidence of a trip to the Cape in his new gas wagon.

During April we had a large production of special stuff. It kept everybody, even the laboratory, on the jump.

Bernier, back from a five weeks illness, got the glad hand from everyone. He soon got into the harness, releasing Latham, who is back at his drawing board.

An improvement of note is the new steel fence from the Neponset River to the north end of the new storage shed.

Everyone who is entirely normal at this season is interested in some kind of a garden. Miss Haslam, our efficient nurse, waxes enthusiastic on the subject.

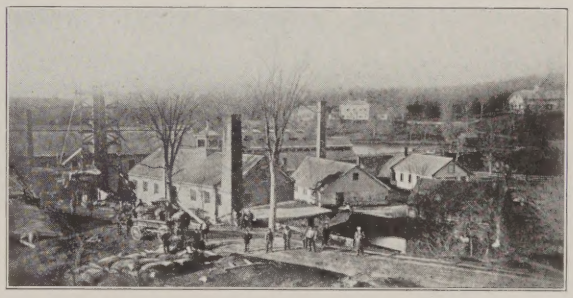
Without doubt, the months of March and April were record-breaking months at the plant in the volume of shipments.

Messrs. Lines, Gurney and Maguire made a business trip to New York and Pennsylvania the last week of April.

Otto Wenstrom, FFM, is leaving to build himself a house. He has a commendable ambition, say we.

Recently re-reading the Bird & Son Information Book, we thought, as we read, what a fine organization we would have if we would all try to live up to the spirit of fair dealing, honesty and good will which permeates it.

Burton Seekins, FFC, is also blessed with a baby daughter.



The Boiler House and No. 3 Machine Room—1879

NOTICE

Owing to the fact that quantities of material have been taken from the property without the permission of the management, it has become necessary to adopt the following rule:—

"No bundle or material of any kind shall be taken from the plant property without a slip from Stores Department attached thereto."

Any person not following the above rule is liable to be stopped and questioned.

BIRD & SON, INC.
G. R. Wyman, Mfg. Mgr.

OFFICE NOTES

Genevieve MacWhirter has transferred from the Building and Roofing sales records to the Floor Covering Department where she is to be assistant to Mr. Westcott.

Harriet Beatty, who substituted for several weeks in the Manufacturing Office, has joined the Building and Roofing Sales Record Department.

The members of the basketry class, which has been meeting Tuesday evenings in the Girls' Club Room, have made several attractive articles of reed.

Miss Bertha Chessman has come to work as Mr. Anderson's secretary. Alice Wentworth, who recently resigned, is planning a trip to her old home in Seattle, Washington.

Fred V. Bell has joined the ranks of the Neponset roofing boosters and is traveling through New England.

There are so many cars now at the garage down near the Hermitage that it looks as though a traffic officer would be necessary on Riverside Drive, and now here's Arthur Wilson sporting a new Ford sedan to add to the congestion.

Not to be outdone by Campbell, Kenneth Rouillard has a new sporty top on his machine.

Folk who park ledgers on Mr. Stull's desk are requested to avoid the buzzer. Listening to the bell is a bit hard on the nerves of the Accounting Department.

Edwin L. Hixon and Luella Hennessey of the Walpole High School are now working in the Accounting Department during their free time.

The Main Office force have been doing their best to make things pleasant for Catherine Lumsden, so that her reports of us to her former co-workers at Hamilton may be rosy. Miss Mutch, who has just returned from Hamilton where she has been spending a few weeks, says such very nice things about the people up there, that we like to think there is someone to tell them a few good things about us.

What is the longest wearing, most economical, most attractive and easiest applied roofing made? Mr. Kilham's answer, "Art Craft," makes the welkin ring.

H. H Miller at Kamp Komfort, Boot Pond, Plymouth

Frank Woods has transferred his allegiance from Floor Covering to Box Products Sales and will soon be on the road as a full-fledged fibre case salesman.

H. L. Sweetser has gone out to demonstrate to local dealers in New Hampshire and Vermont the beauty and utility of Neponset Floor Covering.

The office is glad to welcome Mary L. Regan, who is a new member of the Messenger Service.

Kelly's genial smile will be missed on the first floor. He is soon to join the Floor Covering Department and Arthur V. Wilson is to take Kelly's place in the Accounting Department.

W. E. Hicks has transferred from the Floor Covering Sales to General Sales.

Dorothy Lynch has been promoted from the Mail Room to the Stenographic Department.

We congratulate Mr. Stull who has recently been given charge of the General Accounting Division of the Accounting Department.

PHILLIPSDALE

We are going to install four new Bird Screens in DP 1, and in the next issue of the "Review," we will be able to tell you more about them.

Be sure and get the next issue of the "Review," something very interesting will be in it: a group picture of our girls in DPG.

Henry Phelps, our Cutter Room foreman, has been with us 13 years last month. Henry is a very steady and ambitious man and is liked by everyone, and we hope that he will be with us a great many more years.

Mike Finizie, a member of the Cutter Room, is a very happy man these days; the Stork stopped over at his house the other evening and left him a baby boy weighing 13¾ lbs.

Say! have you seen Peggy Sullivan, play ball? If you haven't you have missed a treat; they say Peggy and Agnes Clark make a great battery. We will have to try them out some noontime and perhaps we can place them in some Amateur League Team.

A Noonday Group from D P G

There is no use in talking, you just can't keep the boys away from the DPG girls, at noontime. We will not mention any names, but just take notice of the group above.

GROWTH OF PAPER BUSINESS

Below are some figures recently published by the American Paper and Pulp Association showing the relation of paper machine capacity and actual production for the last twenty-two years in the United States. Although the figures for 1921 are not yet complete, a close estimate is easily determined. It may be of interest to some to know that during 1921 out own mill operated at 90 per cent of normal, which is away ahead of most mills of the country.

Year	No. of Machines	Capacity in Tons	Actual Production	% Cap. Operated
1899	1232	2,782,200	2,168,200	78
1904	1369	3,858,000	3,106,700	80½
1909	1480	5,293,400	4,216,700	80
1914	1540	6,439,800	5,270,000	82
1919	1590	7,200,000	6,190,400	86
1920	1653	8,100,000	7,334,600	90½
1921	1706	8,750,000	5,300,000	61
1922	1710	8,875,000	.....	..

Chicago News

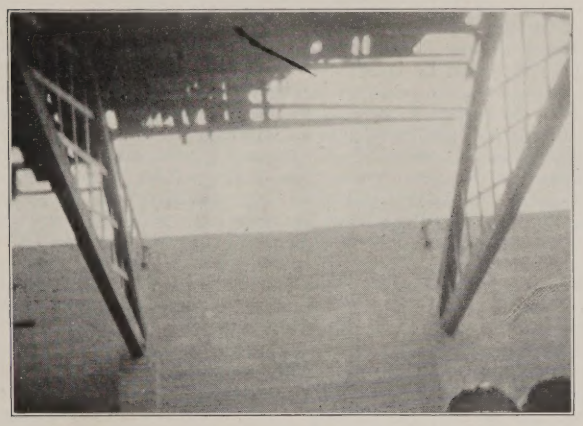
WINDI – CITI – ITES

Orders have been coming a little better and everyone is happy—but, gee, how grouchy everyone is when orders fall off for a day. Well, you can't blame us, it's human nature.

To think that here in Chicago, where we are located, that one can look out of the mill window and see wild rabbits sporting about on our mill lawns!

Martin McNamara, our Mercury truck driver, is away this week on his honeymoon. The best to you, "Mac"!

During the big windstorm last week, we lost part of a roof at the rear of our mill. Luckily no rain followed, so that a temporary roof was on before midnight that night.



Section of roof over dry felt room blown off during storm of April 19, 1922

This same wind which blew all the day at the rate of 56 miles an hour caused damage all over the city. It blew off roofs, blew in plate glass windows, blew down several silos outside the city, in fact it was a searching wind and it found everything.

F. H. Moore, our Office Sales Correspondent, left today for the west coast on a business trip.

Miss H. Moore, who has been out sick for the past few months, is back at her desk once more in the Accounting Department.

Tuscher, our Built-up Roof salesman, is now on a trip through the South, looking up prospective customers and dealers, in addition to his regular work of breaking in the regular salesmen along the Built-up Roof line.

Employment agencies of all kinds here in Chicago are reporting less applicants for positions each day. Considering the increase at the steel mills and the present building boom, it is little to be wondered at.

Marty Callaghan of Norwood, a former worker in No. 1 Box Shop at East Walpole, is now alternating in right field for the Chicago Nationals with Friberg, another Massachusetts boy, who hails from Lynn.

Reports from neighboring roofing factories show increased business.

Messrs. Shannon and Reid of the Floor Covering Sales Division have moved their families on from the East.

The Suggestion Committee for April passed several suggestions for prizes. We are in hopes some day of approaching the number received monthly at East Walpole.

W. B. Rogers of the Floor Covering Sales Division, with Mrs. Rogers, visited Chicago this past month. Orders for floor coverings have been good.

The office, sales and mill employees together presented to Mr. M. L. Caton, through a representative committee, a beautiful silver loving cup and tray at his home in Beverly Hills, last week.

Mr. Caton is to join the McHenry Millhouse Roofing organization as vice-president, in charge of sales, and he leaves with the best wishes of all.

Sales apparently have been pleased with the new American Ready Smooth Surfaced Roofing the mill has just turned out. Well, if we do say so, it surely is a fair piece of roofing.

"Scotty" the office boy leaves up this week to take up a course in brick-laying. "Scotty" wll no doubt find that juggling bricks will be a trifle heavier work than sorting mail.

The Volstead Act so far as it affects the weather has apparently been repealed in most of the territory covered by this office and everyone is hoping that the sun will shine again pretty soon, so that the roofers and carpenters can get to work using the products of the mill. All we need now is orders and then more orders and leave it to the mill to do the rest.

Next week is "Moving Week" in Chicago—the schools are closed and all the talk you hear now is—"Well, we have a wonderful sun parlor in our new place"—"I wish you could see our glassed in sleeping porch"—and again, "To think that the landlord expected to increase our rent another $10 with so many new places being put up" and so on. Yes, it rather appears fashionable to move each year out in this town.

The plant here to a man is out to back of J. E. Specht of the accounting department in a hand ball contest with anyone. Specht formerly held the handball championship of the Stock Yards here in Chicago.

THE DISCUSSION OF A ROOFING MACHINE

In this issue we print a paper by Mr. C. S. Bird, Jr. on the Roofing Machine. Mr. Bird has covered the various processes in detail from the "dry end" through to the "winder."

As Mr. Bird points out, there are many different types of machines in operation, consequently we are sure that this paper will encourage discussion and we hope to receive comments from many of our readers to publish in these columns.

The roofing industry is so new that there has not been developed machine specialists as there has been in industries that are older, so that there is a wide and varied difference of opinion as to what a proper roofing machine should be. Years and years ago, when the paper maker wanted to install a new machine he used to dictate to the machine builder all sorts of ideas of his own to be incorporated in the machine. This is changed today. The paper making industry has so developed that there are paper making machinery builders who have brought the experience of hundreds of superintendents to bear upon the making of this machinery, and the result is that if you want to buy a new paper machine, or box-board machine, it is much better to have the machine built according to the advice of the machine builder than to dictate too closely what shall be furnished.

In the roofing industry even fundamental points have not been thrashed out by practical experts. The result is that nearly every factory has a different type of roofing machine, some of them primitive, but doing well; some of them complicated; and some others varying in principle from what is accepted as necessary.

There has developed within the last two years, machine builders in this country who are gradually helping to work out a standard machine, but I do not think that anyone is agreed yet that any one machine is entirely satisfactory.

What are the different features of a roofing machine?

DRY FELT LOOPER NECESSARY

It is agreed by all experts that it is necessary to have a dry felt looper, though there is a disagreement as to whether this should be a chain or bar looper of the type furnished by Guyton-Cumfer, or whether a stick looper, such as used by some roofing manufacturers and which has been

used by coated paper factories for a great many years. A stick looper, properly designed, is much more simple and is as satisfactory as the Guyton-Cumfer type of looper. That you must have a looper is conceded.

THE SATURATING SECTION

The saturating section of the machine is a section about which there is still much difference of opinion. Some experienced in the trade say that there should be a drier before the saturating pan to dry the felt. Others say this is ridiculous, complicated, and unnecessary; that the amount of moisture taken out by driers, when the machine is running up to speed, is small, unless a large number of driers is installed. Both the initial cost and the operating cost is materially increased when the number of driers is increased. Others say that the pan should be separated in two parts and that in the first half the heat should be maintained at a higher degree than in the second half. and that all foam would be eliminated in the first halfs Other manufacturers advise two large pans, and length rather than depth. In this method the paper goes into the first pan, where the moisture is extracted and passes up over a roll into the second pan. The depth of these pans is but a few feet. Others recommend a pan ten feet or more in depth and with eight or more gates. This type is commonly used. Still others recommend this same pan, but that the roofing should be carried out of the saturation just as far as it goes into the saturation, this doubling the area. The simplest installation is the most satisfactory. A deep pan with the rolls so adjusted that about as much felt is out of the saturation as is in, separated in two sections, the foam being taken away in the first section and a higher temperature carried there, with the groove saturating rolls, is satisfactory. We think that there are, however, advantages in a shallow pan, and depending upon length rather than depth for saturating area. A most intelligent expert in the industry has recently stated that he believes he would install for saturating purposes a series of calendar rolls upon which the asphalt would be sprayed at the nips as the paper went through these calendar rolls. Thus the waste in radiation of heat would be saved and a large amount of saturation would be forced into the sheet.

There are many objections that immediately arise in the mind of a practical man in regard to the operation of such a set of calendar rolls, but there is no doubt that the spraying of asphalt on the sheet as it enters a nip, either of calendar rolls or squeeze rolls at the saturation, has considerable merit. The spraying of this saturation at the nip causes a film of saturation to go through the rolls and this is pressed into the sheet.

There are many problems connected with saturation among which are the details of heating the saturation section itself. There are three common methods in use, (1) direct fire, (2) asphalt circulation and (3) hot oil circulation. There are many advantages in the latter method of securing and maintaining a proper temperature of saturation. The direct method is dangerous. The method of circulating asphalt is, on the long run, more expensive, while the circulation of hot oil is the most simple and least likely to cause difficulties of upkeep. There are a number of methods of circulating the asphalt. One satisfactory method is to circulate the asphalt through a pipe still built on the principle of a tubular boiler, which is considerably more economical in heat unit absorption than the regulation round still method. This is in operation in many places. In one case the stills are of 12,000 gallon capacity and are heated during the night to a temperature of 420 degrees. The fire is then just maintained under this still and toward the end of the day allowed to die out. The saturation is drawn from this still and is sufficient to take care of a day's run. It is possible to design a coal fired pipe still through which asphalt can be circulated that is exceedingly efficient.

FROM SATURATION TO COATING

Some manufacturers use a looper on which the paper is carried direct from saturation squeeze rolls to the coating rolls. Others merely have three or four rolls and ball-bearings and the paper is carried up over these and into the coating section. Others break this section entirely and have the saturation process entirely separated from the coating process so that the splice is made with the paper after it has been saturated, the saturated paper having been run on reels. The industries which are producing the largest quantity of material per machine operate in this manner and the saturation room is separated from the coating room entirely. These concerns, however, feel it is dangerous to raise the saturation up to a point where other manufacturers do and maintain a temperature of saturation not greater than 350 degrees, the result being that they use two saturating machines for one coating machine. There is no question if the felt is properly saturated, and there is no break in it, that the cause for breaks from the coating section is very slight. This method of manufacture presents many advantages over and above either a felt looper, ball-bearing series of rolls, intermittent reel, or any other method.

THE COATING PRACTICE VARIES

Coating Section. Here, too, there is a variety of opinion. Some use two coating rolls, some dip the sheet, some run two coating rolls, the first set to put the asphalt on and the second running in opposite direction to smooth it. Others only run coating on one side of the sheet and have the coating rolls set as a guage. In many factories there is a difference of opinion. There are certain definite facts, however, that are irrefutable. One is that paper should not be run through rolls that are not turning. There is sure to be waste and many seconds, loose patches and tears if this is done. The method of having two coating rolls is commending itself to many who have had long experience in the trade. Another method which is being used is to eliminate rolls entirely, dip the sheet and gauge the amount of coating by the angle at which the sheet is carried out of the coating and by temperature at which the coating is maintained. With suitable steam jacketed scrapers there is no doubt that singularly good results can be attained by this method. The difficulty is to keep the coating at an even temperature.

It is conceded there are advantages in the manufacture of roofing in not running the coating over 370 degrees. The method of maintaining this temperature has not been established, nor has the method of applying the asphalt to the sheet when two coating rolls are used been agreed upon. The usual method is to pump it from the lower pan to the sheet, the overflow running back into the pan, the temperature being maintained by direct heat or oil circulation. Here again oil circulation presents many advantages. In the largest factories they have a storage above the machine into which the coating is pumped and the coating flows by gravity to the top of the sheet, the overflow being pumped to the top of the sheet if the dip system is not used.

It has become the practice in the past year to use coating from tank cars. By means of steam at 150 pounds pressure it is possible to keep the coating up to 360 degrees. In cases where this is being done concerns are pumping coating direct upon the sheet without running it into any still or other storage. Of course, if coating can be secured on a favorable basis in tank cars this presents many possibilities of saving.

BLOWING THE ASPHALT

It is becoming generally conceded that only those concerns that are hopelessly behind the times are using asphalt in cakes, or in barrels, and that in the future those concerns that are going to be in the running have got to either secure their coating in tank cars and pump it to storage or direct to the machine as outlined above, or they must receive the flux and blow down their own coating. This is a simple process and though it presents some disadvantage from the point of view of extra supervision it presents advantages in that the roofing manufacturers can control the qualities of compound that they use. There is, however, no agreement among experts as to this situation, nor is there any definiteness of views regarding the method of blowing, whether the vacuum or blow system is better. There is every evidence to believe that the advantage of blowing asphalt outweigh the disadvantages, and that the vacuum method is superior to blow method, depending somewhat on the product that is to be used.

This whole question, however, is entirely dependent upon the price of flux as against coating in tank cars and other considerations that have to do with the market. One manufacturer has gone so far as to own his own oil field, and blow his own saturants and coatings. This is certainly getting down to fundamentals, and being free from the fluctuations in the oil market it presents elements of relief.

SIMPLICITY IS IMPORTANT

After the paper has been coated there is very little to say about the method of putting the slate on the sheet, or applying the other surfacing, except that the simplest method is the most satisfactory. If the sheet is to be coated and surfaced on both sides it is necessary to have two coolers over which the paper can run so that you can apply the surfacing satisfactory and tip the excess surfacing off. There is no necessity of anything but the simplest sort of screw conveyor and short elevator for taking care of this excess surfacing which can be thrown back into the hopper which feeds the surfacing roll.

There are many differences in methods here. Some apply the surfacing by means of a large corrugated roll; others by means of a smaller corrugated roll; others by means of a smooth roll, and others by means of a box, though the latter is used only in case of light talc or mica. For backing this is satisfactory, and for smooth surfaced roofing this method of applying is fairly satisfactory and more free from dust than any method of applying by means of corrugated roll or smooth roll.

It is unnecessary to go into the different ways in which slate or surfacing is embedded. Some use many coolers; others use a chilled roll placed about six feet from the surfacing section with which heavy pressure is brought on the surface of the slate and the slate embedded; others use squeeze rolls; some use a number of rolls on top of the coolers and others use two rolls. There is every evidence to believe that this section is capable of great simplification. It is unnecessary with certain types of loopers to have any coolers at all, the sheet being cooled on the looper and when the sheet is properly cooled the slate embedded by squeeze rolls placed at the proper position in the loop.

There are some advantages in the installation of a very large cooler in which the paper, after the surfacing section goes to the drier and the slate surface is for a comparatively long period applied tightly against the surface of the cooler. Some manufacturers go so far as to install twelve coolers. Others have designed their cooling section so that no cooler touches the slate surface side at all, thus avoiding pit marks and other defects. These problems, however, are all tied to the problems of manufacture and pit marks can be avoided by running coating of proper temperature, not running it too hot, so that the details of construction have much to do with the kinds of coatings and temperatures of coatings.

THE STICK LOOPER IS DESIRABLE

Eliminating the cooler section entirely and running a stick looper, carrying the sheet by means of a small three way pull, such as the new cooler furnished by Guyton-Cumfer Company, the sheet will be carried upon a stick looper for a period sufficient to cool it and then will go through a set of squeeze rolls and the slate be embedded. There are arguments that experts use in objecting to this method, and this is another instance which points to the fact that the roofing industry is so new that there is no agreement as to what the design of the proper machine should be. It is conceded, I believe, by most people who have given study to the question, that the stick looper, properly designed, presents all the advantages of any other type of looper and none of the disadvantages. As to other parts of the machine, the winder, measuring device, method of finishing shingles, method of cutting shingles, they are all different, but out of the whole is appearing some uniformity of methods and before many years go by the roofing manufacturers will be able to turn to roofing machine makers, who will have profited by the experience of many experts in the past who have done their work and gone on, and by the experience of the roofing manufacturers of the day for whom they will be making roofing machines. The roofing industry has experimented in an enormous degree in the past five years. It will probably go forward in a normal way from now on, and although the roofing business is not as permanent as some industries, because with the passing of our forests less and less wood will be used in the manufacture of houses and roofs, it will be a great many years before the expansion of this industry will cease, and before that time comes we may expect to have on the market a roofing machine which will please the majority of experts, and definite principles will be accepted as sound in manufacturing process. The differences which now exist between one factory and another, the differences in the minds of experts, involves a hugh sum of money in the waste, the loss in seconds that are made, and should not continue.

DIFFERENCES OF OPINION SHOULD BE OVERCOME

By a discussion of what a roofing machine should be it should be possible to come to a more definite conclusion than exists today. With a looper for dry felt; a simple saturating section and reel winder for saturating paper; conveyor so that a series of reels may be carried and set in place for the coating section; a coating section with another looper; a simple sort of coating rolls, probably two; with two coolers for tipping slate, a stick looper with squeeze rolls installed in a location for embedding the slate; a sound foundation; and everything connected with the machine of the very best—there is no reason why a single width machine should not turn out 300 squares or more of slate surfaced roofing, or 400 or more squares of a smooth surfaced roofing, per hour.

This article does not attempt to state what, in our opinion, an ideal machine should be, but is offered merely to bring to the attention of those interested various phases of the subject with the idea that by thought and discussion those who are chiefly interested in the roofing end of a business might develop sound views covering the right type of roofing machine. The differences of methods and differences of ideas in on factory and another are all very well, but there is one method of product on which is better than another and there should be an agreement on the best type of roofing machine. This article is simply suggestive of details which in the minds of some experts are settled but which unfortunately might be settled in the wrong way. "The mills of God grind slowly, but they grind exceeding fine."

C. S. Bird, Jr.

The Bird Club meetings have proved so good this year that it has been necessary to place the S R O. sign on the door early, and the April 21st meeting was no exception to the rule. There was variety enough to suit all tastes—music, vocal and instrumental classical sentimental and jazz, and humorous stories, new and well told. After the meeting, dancing was enjoyed until 12 o'clock. The committee, consisting of B. R. Taylor, Chairman, R. B. Wadsworth, J. E. Curran and Robert Wood are to be congratulated.

VIEWED WITH ALARM

"It is an established fact," said the lecturer, "that the sun is gradually but surely losing its heat, and in the course of 70,000,000 years it will be exhausted; consequently this world of ours will be dead and, like the moon, unable to support any form of life."

The head and shoulders of an excited member of the audience rose above those of his fellows. "Pardon me, Professor!" he cried, "how many years did you say it would be before this calamity overtakes us?"

"Seventy millions, sir," said the professor.

"Thank heaven!" gasped the interrogator, sinking back exhausted into his seat. "I thought you said seven millions."

—Walker-Gordon Milk Bulletin.

BOWLING LEAGUE

The Bird & Son, inc. 1921–22 Bowling League finished its season with the Main Office in the lead. The fighting Main Mill team was a close second, and just a few stubborn pins kept it from breaking that terrible winning streak of the office which is getting tiresome to the mills and will be

The Victorious Bowling Team
Back Row: M. J. Hawkins W. F. Murphy. W. F. Geary
Front Row: J. R. Smith, H. White

stopped in the coming baseball season.

Howard White, Raymond Smith, Raymond Higgins, William Geary, M. J. Hawkins and Wm. F. Murphy (captain) carried off the honors for the Main Office. James Dine of the Box Shop team had the high individual average (98.5). Wm. F. Murphy, captain of the Office team, is credited with the high three string total of 326. Harold Higgins, of the Norwood plant, won the high single with a 119 string. The rollers of the Main Mill team were not satisfied with second place, so they rolled a high team three string total of 1410.

James Dine
With the Trophies Which Show his Skill in Connecting With the Pins

BIRD CLUB AND WALPOLE ODD FELLOWS CLUB BILLIARD AND POOL MATCHES

During the past month the team representing the Bird Club won the return match from the Walpole Odd Fellows Club, which was played at the Bird Club House, evening up the series.

F. B. Duncan, who is in charge of arrangements, states that the play-off will probably come soon.

The players representing the Bird Club include W. F. Murphy, Timothy Cullinane, D. B. Kimball, A. H. Chamberlain, F. B. Duncan, R. G. LaFountain, H. A. Wentworth, S. F. Martin, Maurice Mason and F. O. Duncan.

BASEBALL

The first warm sunny days of Spring are joyfully welcomed by the baseball fans. The Interdepartmental Baseball League has already started and indications are that this season will be the best yet.

The DM & EM team has consolidated with the Box Shop team and will be known as the "Main Plant Team." The Norwood plants will be represented by one team and the Main Office by one, making three teams in the league this year.

Season tickets with the schedule printed on the back are being sold in the plants and offices for fifty cents each. From everyone attending the games and not holding a season ticket, a donation of ten cents will be asked. The money raised in this way will be used for the improvement of the games.

The games will start at 5.30 o'clock, a little later than heretofore, in order that the rooters as well as the players may have an opportunity to get their supper first.

The Schedule

Thursday,	May	4	Norwood Plant vs. Main Plant
"	"	11	Main Plant vs. Office
"	"	18	Office vs. Norwood Plant
"	"	25	Norwood Plant vs. Main Plant
"	June	1	Main Plant vs. Office
"	"	8	Office vs. Norwood Plant
"	"	15	Norwood Plant vs. Main Plant
"	"	22	Main Plant vs. Office
"	"	29	Office vs. Norwood Plant
"	July	6	Norwood Plant vs. Main Plant
"	"	13	Main Plant vs. Office
"	"	20	Office vs. Norwood Plant
"	"	27	Norwood Plant vs. Main Plant
"	Aug.	3	Main Plant vs. Office
"	"	10	Office vs. Norwood Plant
"	"	17	Norwood Plant vs. Main Plant
"	"	24	Main Plant vs. Office
"	"	31	Office vs. Norwood Plant

Individual prizes will be given to the members of the team winning first place.

EAST WALPOLE TENNIS CLUB

Tuesday noon, April 18, ten tennis followers met in Mr. Chase's office to start proceedings for 1922.

Being unable to decide among themselves which one of the ten present should be president and which one treasurer, they decided to wait until one more came in and, no matter who or what he was, he would be unanimously elected president and treasurer of the club for 1922. A. W. Smith of GL did not keep them waiting long.

The courts are in fine shape and can stand a good deal of use.

A season's membership may be had for the asking and a deposit of two dollars. If you have not already joined, send your two dollars, attached to your name, to A. W. Smith, GL.

Balls may be obtained at the Labor Bureau for fifty cents each.

Neponset Review

JUNE 1922

VOL. X. "HOME BUILDING NUMBER" No. 6

YOUR OWN HOME

"What is so rare as a day in June?"

We are all thankful that spring is here again, bringing us the beautiful trees, flowers, gardens and wonderful weather that we may enjoy the good things in life all the better. Many Bird & Son workers know the satisfaction and contentment in owning their home and surely there is nothing which gives one more cause for thankfulness than owning one's own home.

Homes of John J. White (FXF) and W. E. Sumner (PL) at 117 and 113 Union Street, East Walpole

At present there is considerable talk around the plants about owning homes, as some of our men are building and within the last few weeks several have purchased homes in the vicinity of the plants.

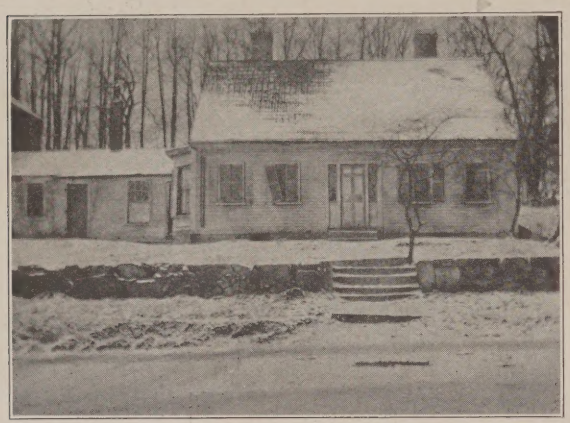
Bird & Son, inc., is intensely interested in the welfare of its employees and wants to see them buying or building homes. The Walpole Home Building Co. is organized to help those in this vicinity to purchase homes or land or to build a home to meet the needs of anyone. The office of the Walpole Home Building Co. at Washington and East Streets, East Walpole, is open every week day and the Manager, Mr. Littlefield, is available for advice and he also plans showing how the first obstacles standing in the way may be met.

The Review, too, wishes to see more of our workers home-owners, and to encourage this will publish from month to month pictures of some of the homes belonging to our fellow-workers. This month we publish a group of Phillipsdale, R. I., as well as East Walpole and Norwood homes. Mr. H. E. Rouillard of FF office also tells us in another column a very interesting story of how he built his home. He did not start out with so fine a home as he now boasts and neither did many others, who have later been able to build or buy just the home they want.

"Everyone can buy a home if he wants to," says Mr. Bird. " You certainly cannot afford not to. Pay rent to yourself and not to the otherman. Buy a piece of land first. It is a great satisfaction to own a house lot. Start your house as soon as you can, but don't make it beyond your means. The thing to do is to begin."

If one never begins he never gets anywhere. It is just a question of saving. Saving may be hard at first but it becomes a habit and then a pleasure

Mr. Bird's article, on the front page of last month's Review, from which the above is quoted, has brought out considerable very favorable comments in several of the large newspapers of the state and inquiries have been received by the Home Building Co. from outside the state.



The Old Polly House, 101 Washington St., E. Walpole, Jan. 1920

But to get back to owning your own home. When a man starts to buy a home he begins to think more of himself. His wife thinks more of him. His family thinks more of him and so does his neighbor. He becomes a better citizen because of the pride he takes in his own property.

No matter if his home is small, it is his, he has no rent to pay and he cannot be kicked out into the street.

Some would rather purchase a home all ready

The Above House as it Appears Today
Home of C. W. Conrad, Plant Engineer

to live in while others much prefer to build a home to suit their fancy and their need. Either plan is commendable. It isn't the method that counts nearly so much as the contentment that comes when one is settled under a roof, every shingle of which belongs to him. One can't blame a man who sticks his chest out a little further or holds his head a little higher when he says, "That's my home. I built it. Took a good while and meant a lot of skimping, but, by George, it's worth it!"

There's something about owning one's home that inspires the poets and the song-writers. The popular songs of today, many of them, tell of the call of the cozy little home, advise folks to feather their nests, make appeals for little homes in the West, dove-cots and the like. These songs always are winners. It is simply because there is that desire in almost every person for a home of his or her own.

In buying a lot or a home do not overlook the aid that the Neponset Credit Union or Cooperative Banks may be to you. Make sure that the deeds are properly looked up, remember if there is anything along these lines the Labor Bureau can do to assist you, do not hesitate to call on us.

WALPOLE HOME BUILDING CO., INC., NOTES

William E. McNaught has recently purchased from the Walpole Home Building Co., Inc., a house-lot on Union street, East Walpole, located between the residences of Mrs. Bertha Poore and D. A. Chase. This is one of the most desirable lots in East Walpole and Mr. McNaught immediately will build an attractive house to occupy as his home.

A new bungalow is now being built by C. S. Bird on Pleasant street on the lot just east of the East Walpole cemetery and just over the Norwood line. This house is being built of panelboard and other Bird & Son, Inc., products in an experimental way to demonstrate the possibilities of economical house construction with these products. Anyone who is interested in building a home for a reasonable amount should visit and examine this house.

James Maroney who has occupied a house at 10 Rock Hill street, Norwood, for several years moved to 55 Washington street, East Walpole, on May 31.

Miss Mary Scanlon moved June 1 from East street, East Walpole, to occupy a house belonging to the Walpole Home Building Co., Inc., at 10 Rock Hill street, Norwood.

E. M. Lines moved June first from the house at 135 Pleasant St., which he has occupied for the past year, to Dedham where he has purchased a home.

The improvements in the walk and grading around the Post Office building as planned are now completed and very much appreciated by all who have occasion to use the new walk. Further improvements are contemplated around the drinking fountain in the Square and at the entrance to Bird & Son's mill yard.

The Walpole Home Building Co., Inc., have recently taken up with the New York, New Haven and Hartford Railroad Company the question of some improvements around the depot and grounds. Assurance has been given by the Railroad Company that they will do what they can so far as their funds for such work will permit.

MOVIES

The movies in Bird hall closed the season on May 31, and will be open again about September 1.

During the past season from September, 1921, to June, 1922, seven benefits have been run by the movies for the churches and various other organizations of the town, all of which netted a substantial sum to the partes benefited.

Pictures have been shown in Bird hall for over 5 years now and while it has never been a very profitable business, the past season has been below the average in attendance and financial results. This is no doubt due to business conditions and the general falling off in the moving picture business throughout the country. With improved business conditions, together with the cooperation and support of the residents of East Walpole a better season's business is hoped for next year.

NEW BIRD & SON PRODUCTS

To the Organization of Bird & Son, inc.

There may be an impression that during recent years there has been less development of new products and new processes than in the early days of our business. This I do not think is true. On the contrary I believe that during the past 10 or 12 years we have developed more new products and more improved machinery than in any equal period during the past 40 odd years. I do not refer, of course, to patents or new products not developed, but rather to products which have been sellers and have helped, materially, in the upbuild of our business.

Herewith is a list, in part, of new products developed within the past 12 years:—

1. Neponset Wall Board — embossed and waterproofed.
2. Prestic Wad.
3. Index and Press Board.
4. Shingle Finish.
5. Floor Covering and Rugs — waterproofed surface.
6. Paroid Roofing — coarse surfacing outside, fine surfacing underside.
7. Art Craft.
8. Twin Shingles.
9. Bird Proslate Board.

The above seems to me to be a remarkable record of products, most of which are large sellers, and all of which are destined, as I see it, to be successful.

It is not difficult to suggest merely a new product, but it is quite another matter to suggest a big seller.

The success of our business depends largely upon our being able to keep ahead of our competitors in the development of new ideas and new products. This applies to every department of our business. Let every one help. We need it and we shall reward through our Suggestion Committee, every suggestor in direct proportion to the value of the suggestion.

—Charles S. Bird.

SUGGESTIONS

The following suggestions were accepted during the month of May and the standard prize of $5.00 was awarded for each:

Install Table for Changing FXCM1 Slitters,
—Edmund Smith, FXC.

Put Strips of Wood on Sides of FX2 Elevator,
—John Lydon, FXT.

Platform Next to Wall Between No. 2 Beater and No. 1 Sorting Room,
—William F. Sullivan, EMT.

Rolls for FB Finishing Table,
—Charles Seavey, FBF.

Cut Door in End of SF10 STOCK SHED AT FB,
—Hubert L. Smith, FBV.

Install Guard Rails on Edge of Asphalt Storage Tanks Nos. 4 and 5 at FB,
—Walter Trundy, FBK.

Have Shipping Desk at No. 4 Door at FB,
—Hubert L. Smith, FBV.

Remove Extra Clutch Shifters on FFF Winders,
—William Manimon, FFF.

New Uses for Prepared Roofing

In the last Review, and also on all bulletin boards, we called attention to the $800.00 in prizes that the Prepared Roofing Association is to award for the best suggestions on new uses for roofing. If you have not sent in your suggestion, it is time that you got busy, because we surely want to see some of these prizes come to someone in our organization.

The Association sends out notices of all suggestions that are made so that all members may make use of them. Among several of the later suggestions for new uses for roofing are: pipe covering, gaskets, wainscoting, battery lining, wrapping columns, walkways on freight car roofs, stair treads and station platforms, lining box cars, surfacing for tennis courts, protection against leaking of faucets, poultry fencing, etc.

There are some of us who can suggest better uses than any of the above. If you can think of any new use, send it along.

PAPER INDUSTRY NEEDS NEW USES FOR PAPER

The paper industry must find new uses for paper to take up the present large surplus of machine capacity, even though business may be returning slowly to normal, according to the monthly review of business in The Paper and Pulp Industry, the monthly bulletin to the members of the American Paper and Pulp Association.

"The improved conditions in the industry," says this review, "which were beginning to be evident in April have continued into May, with further increases in orders, and generally better prospects for increased business. The cut of pulp wood during the last winter was only 28 per cent of normal, and a year from now it is probable that wood will be costing the manufacturers considerably more than at present.

"The paper industry before the war was operating at about 80 per cent of capacity, but during the war the full capacity was absorbed. Now, however, the condition is worse than before the war, with the addition in the last three years of 120 new machines, costing in some cases in the neighborhood of $400,000 each with an annual capacity of 1,675,000 tons, or an increase in total capacity of 23 per cent.

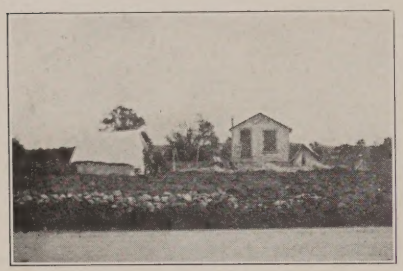
"Inasmuch as under normal conditions the 1922 production would be 6,800,000 tons or 78½ per cent of capacity, it will take until 1925 for the industry to get back to the 82 per cent production of 1914, if only the normal increased consumption of 200,000 tons per year is maintained. It will take until 1928 to get the industry up to 90 per cent of capacity. Of the fine papers, book paper faces the most serious problem, with its 24 added machines, increasing 28 per cent.

"Inasmuch as a paper machine can only be operated successfully when running practically to capacity, the finding of new outlets for the product of the machines is the only solution of the problem."

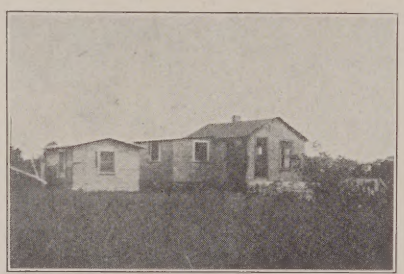
HOW WE BUILT OUR HOME

This article is written for the Home Building number of the Neponset Review solely as a little essay in encouragement, showing, as it does, how a man with neither technical nor practical knowledge of building can *grow* a home for himself and family if he really wants one.

To begin with, we decided that we would no longer pay rent, but that we *would* have a homeif it were only two piano boxes nailed together. We bought the land, 39,000 feet, nearly an acre, by means of membership in a Cooperative Society, organized under the Massachusetts State laws for that purpose. This society, by careful managemen, was a success, fulfilled its purpose and disbanded several years ago. The monthly payments were small and covered a term of years.



Our Home in 1909.



In 1910 we built two lean-to's, as shown above.

Our "home" for the first five months (June to November, 1909) consisted of two tents with matched board floors and sides. This first "home" cost $30.00. It sufficed for a family of five, the youngest a child of two years, who, up to that time, had not been well but who ever since has been nothing else.

Early that fall, I dug a hole in the ground, hauled the old stone walls from either end of the lot and hired a local mason to build a fairly deep cellar, 14x20 ft., with underpinning three feet above ground.

I had no understanding of carpentry, but by the middle of November I had built over this cellar a rough, one-story camp out of second hand materials, the sides fairly well shingled and the roof covered with "Good Old Paroid." It had a makeshift tile chimney which sometimes would not draw, but we were fortunate in having running water from the first.

The north end of the basement was partitioned off for storage, the other and larger end containing five large windows, being used as a combined kitchen and dining room.

The following summer we built two lean-tos on the little shack, moved the kitchen up stairs and snugged it up generally, but made no pretensions at finishing. Some of the neighbors called it a "shanty," but we let them laugh. It was "home" to us and in the meant me we cherished the dream of something better.

From the first we had asparagus, berries, all kinds of vegetables, chickens and eggs to eat, and began getting fruit trees.

In this "home" we lived for five years, having added a brick chimney, an outside summer sleeping room and minor improvements.

Early in the war, just before prices began to jump, we borrowed money from the Cooperative Bank, and, with the help of a good carpenter neighbor, put up the shell of our present home, over and adjacent to the original house, in which we continued to live. Not being a draughtsman, but having ideas of my own, I cut a miniature house from pieces of card-board and sewed them together to get the elevation and skyline across to the carpenter.

As soon as the house was framed and boarded in, I dismissed the carpenter, determined to do it alone; and so I have, practically, as to finishing and painting, building the great stone chimney and fireplace—even installing the bathroom fixtures.

The original shack now forms the kitchen, dining-room, den and pantry, with large living room, bath and bed-room on the ground floor and four chambers above. Such a growing house may never be entirely finished—in fact, it ought not to be, else the loss of zest for the doing of that next thing. On the whole, it has been a profitable and an interesting experience.

The accompanying pictures tell their own story of the home's development. There is yet to be added a pergola piazza that will balance and complete the exterior.

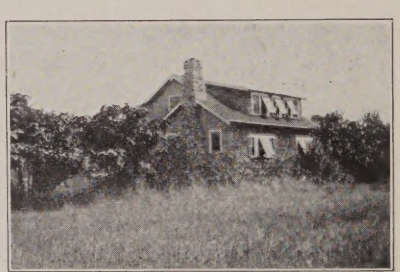
In 1918 we put up frame work of our present home. Neponset Sheathing Used Here.

And so, at the end, let me say that if a young man wants a home he may have it if he will plan and work for it.

I would go through my experience again, although I believe that the good wife, were she to speak her mind, would say that she would prefer to go deeper in debt at the start and have the home built outright.

Get a home. It is worth while from almost every angle; but the more of yourself you put into it the more it will mean to you.

H. E. R.



As it looks to-day—Our own home. Neponset Shingles on Roof

BUSINESS ON UP-GRADE

Figures, facts and statistics are available in almost every industry to prove that business generally is gathering momentum.

While business as a whole, up to within a short time, has been faltering, bringing about much unemployment and short time, Bird & Son, inc., have been moving along, giving more regular employment than probably any concern in our iine of business, if not in any other line.

The improving general conditions of the country can only mean better business for Bird & Son, inc.

The present outlook is the best it has been for several months.

The outstanding features during the past few weeks have been the improvement in our Roofing and Floor Covering shipments.

ADVERTISING

May 28, the Building and Roofing Division began the most effective newspaper advertising campaign which we have ever run in New England.

The first advertisement was a full page appearing Sunday, May 28, in the Boston Sunday Globe, Herald and Post. In this advertisement were listed over 1000 Bird dealers throughout New England who sell Building and Roofing products.

On the following Wednesday this full page advertising was followed in a number of daily papers published in the leading cities of New England.

Again on June 4, appeared a half page advertisement in the Boston Sunday papers stating facts which should impress upon everyone who read them that Bird & Son, inc. is one of the biggest manufacturers in New England of any kind. A reproduction of this advertisement is given below.

The Floor Covering Division is running a full page advertisement each month in the Saturday Evening Post devoted largely to NEPONSET Rugs. With its tremendous circularization of over two million the Saturday Evening Post carries the message of NEPONSET Rugs and other products into a very large number of homes throughout the country. This advertising is primarily designed to create a demand on the part of the consumer, and at the same time to impress upon the floor covering dealers throughout the country that we stand 100% back of materials which we are manufacturing. In addition to this form of National Advertising the Floor Covering Division is making a special drive this year towards increasing the amount of 50-50 advertising done with our dealers throughout the country in local newspapers. We are also spending a limited amount in various Trade Journals.

All of us have our own opportunity for boosting Bird & Son, inc. Every good word we say for our products and for our institution helps more than we think in spreading the fact that Bird & Son, inc. is an institution devoted to the manufacture of quality products.

Every family is a potential user of floor covering or roofing, and sooner or later some member of the family will buy roofing or floor covering. The good word which you may speak today for any of Bird's products may result in a sale sooner than you think, and remember, the more of our products made and sold the busier all of us will be.

HOW ABOUT IT?

Are you giving the editor all the news items you can? If you are not and everyone else took the same attitude, wouldn't we have a peach of a time getting out each issue?

BIRD'S ROOFS

The best roofings in the world are made in New England—and the best roofings in New England are made by Bird & Son at East Walpole, Mass.

You can't make Bird's Roofing leak unless you punch a hole in it.

BIRD'S NEPONSET TWIN SHINGLE
The Original Double Shingle—255 lbs. per square—12¾" x 20".

BIRD'S AMERICAN TWIN SHINGLE
The best 10" Shingle—195 lbs.—the handy Twin—10" x 20".

BIRD'S PROSLATE FOURS
A Whale of a Shingle—255 lbs. per square—Four in One—12¾" x 40".

BIRD'S AMERICAN FOURS
The Popular Shingle—195 lbs.—Four in One—10" x 40".

BIRD'S PROSLATE INDIVIDUAL SHINGLES
The Single Shingle—245 lbs.—12¾" x 8".

BIRD'S PAROID ROOFING
(Smooth Surface and Slate Surfaced)

BIRD'S ART-CRAFT ROOFING

BIRD'S SHINGLE DESIGN ROOFING

And roofs for every type of building

made by

BIRD & SON, inc.

New England's Headquarters for Roofings

And when we say "Headquarters" we can back it with the facts.

The record of Bird & Son enterprise dates back to 1795. When George Washington was President the first Bird & Son plant was built at Needham, Mass.

Today Bird & Son New England plants cover 30 acres, or more than seven city blocks.

In one calendar year, 16,000 carloads of materials pass in and out of these New England mills.

To transport this tremendous tonnage, Bird & Son contribute to the coffers of our railroads over $600,000 per year.

The bill for raw materials and supplies used in making Bird's products is $4,000,000 per year.

On the Bird & Son pay-roll there are 1400 employees. No "unemployment" problem here now because, to provide good roofs over New England homes and buildings, the Bird & Son mills must operate full time.

In 1921, the Bird & Son payroll was $1,650,000, or over $31,000 per week.

Every city, town and hamlet in New England is visited frequently and personally by Bird & Son salesmen.

The Bird & Son salesman is a high caliber citizen, a carefully selected, carefully trained man. He knows the roofing business, and his job is to extend to Bird & Son dealers and their patrons the benefit of his training, experience and advice.

In developing and improving roofing products, Bird & Son lead today and have always led the field.

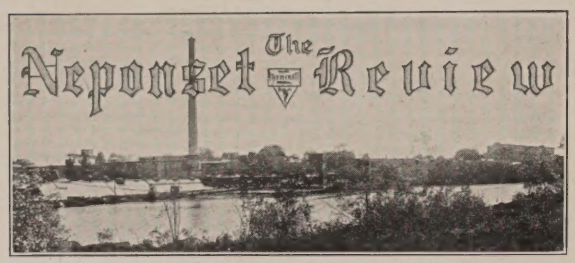
Bird & Son is essentially a service organization. The office force alone numbers 166. Its facilities are at the service of the New England trade and the people of New England. If you have a roofing problem, write us. It is also ours.

Here at East Walpole, a real New England welcome awaits any dealer or individual who may honor Roofing Headquarters with a personal call.

BIRD & SON, inc. *Established 1795* **East Walpole, Mass.**

Makers of the well-known Bird's Roofings, Bird's Neponset Wall Board, Neponset Waterproof Building Papers and Bird's Neponset Rugs and Floor Coverings

1000 Associated New England Dealers Are Ready to Serve You



Vol. X. JUNE 1922 No. 6.

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Editor and Publisher, B. D. Rogers

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The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

"With all thy getting, get understanding."
Proverbs 4:7

UNDERSTANDING

"I have one outstanding wish for the present administration," said President Harding in a recent address, "and that is to inaugurate the era of understanding.

"I want understanding between the government and the people. I want understanding between the captains of industry and those who make up their toiling forces. I want understanding with those who come to our shores to participate in the benefits of residence in America. I want them to come understanding that there are obligations as well as privileges of American citizenship. I want it understood everywhere that a man must give as well as receive.

"I want an understanding between those who would preserve our government and those who would destroy it, and I want the destroyer or would-be destroyer to understand that he is mad to destroy the thing that makes his existence possible, and I want him who would preserve to understand his obligations in teaching the other his place in government under the law."

FOR THE AVERAGE MAN

There are two kinds of success. One is the very rare kind that comes to the man who has the power to do. That is genius. Only a very limited amount of the success of life comes to persons possessing genius. The average man who is successful—the average statesman, the average public servant, the average soldier, who wins what we call great success—is not a genius. He is a man who has merely the ordinary qualities.

—Theodore Roosevelt.

THE THIRD STONE CUTTER

Three stone cutters were driving their chisels into a massive block of Vermont granite.

A stranger who happened to be passing asked the first cutter what he was doing.

"I'm cutting stone," growled the laborer.

"And you?" he asked the second.

"I'm working for $5.00 a day," he replied.

When the question was put to the third, his face lit up and he answered, "I'm building a cathedral."

E. K. Hall, Vice-President of the American Telephone and Telegraph Company, told the story recently at the Academy of Political Science in New York, because it illustrates so admirably the three fundamental attitudes a man can take towards his work.

He can be an automaton, he can be an opportunist, or he can be an idealist.

He can feel that he is serving time, he can feel that he is serving himself, or he can feel that he is serving society.

But unless he is capable of realizing the larger *significance* of his work, he is incapable of realizing its larger *opportunities*.

He must either have vision—or supervision.

There is no industry of any description that cannot be bettered by a constant interchange of ideas, a conservation of wasted energies and a curtailment of mismanaged or unmanaged details.

PAPER SALESMEN ADOPT PRAYER

The New York members of the Salesmen's Association of the Paper Industry at a recent meeting adopted a prayer which they will recommend for the entire association for adoption, in fact it is so good we recommend it to anyone. Here it is under the title of "A Business Man's Prayer."

Teach me that sixty minutes make one hour, sixteen ounces one pound, and one hundred cents one dollar.

Help me to live so that I can lie down at night with a clear conseince, without a gun under my pillow, and unhaunted by the faces of those to whom I have brought pain. Grant that I may earn my meal ticket on the square and that, in earning it, I may not stick the gaff in where it does not belong.

Deafen me to the jingle of tainted money and to the rustle of unholy skirts. Blind me to the faults of the other fellows, but reveal to me my own. Guide me so that each night when I look across the dinner table at my wife who has been a blessing to me, I shall have nothing to conceal. Keep me young enough to laugh with my children. And when come the smell of flowers, the tread of soft steps, and the crunching of wheels out in front, make the ceremony short and the epitaph simply—

"Here Lies a Man."

Have you ever rightly considered what the mere ability to read means? That it is the key which admits us to the whole world of thought and fancy and imagination, to the company of saint and sage, of the wisest and wittiest at their wisest and wittiest moment? That it enables us to see with the keenest eyes, hear with the finest ears, and listen to the sweetest voices of all time? More than that, it annihilates time and space for us.

—James Russell Lowell.

We should all use our Summer outing as one means of storing up physical and mental energy for the later months. It furnishes time and the inclination for reading—let the worth-while books be chosen—we can get so many of them for you.

Some good new books in our library:

Study of American History	Bryce
Wilmer Atkinson	An autobiography
Life and Inventions of Thomas A. Edison	Dickson
Mary Stuart: a play	Drinkwater
Rising Temper of the East	Hunt
Romance of Business	Cameron Forbes
Elimination of Waste in Industry	Industrial Information Service
Credits and Collections	Ettinger and Goliet
Market Analysis	White
A Little Garden the Year Round	Teall
Steam Boiler Engineering	Heine Safety Boiler Works
Manufacture of Pulp and Paper, Vol. III, Preparation and Treatment of Wood Pulp	Vocational Educational Committee of the Pulp and Paper Industry of the United States and Canada.

Some of the good stories:

Messer Marco Polo	Byrne
Lister's Great Adventure	Bindlos
Flower of Monterey	Hamell
Scally	Jan Hay
The Happy Warrior	Hutchinson
The Splendid Outcast	Gibbs
When Polly Was Eighteen	Dowd
Sheridan Road Mystery	Thorne
Gray Angels	Bartley
Catty Atkins, Riverman	Kelland
The Profiteers	Oppenheim
Twenty-Six Clues	Ostrander

OUR LIBRARIAN

On May 17, Miss Blaney celebrated the twenty-fifth anniversary of her coming with Bird & Son, and on that occasion her friends in the Main Office, as well as her associates in the Triangle Building, expressed their congratulations by decorating her desk in the Library with flowers. The following letter of thanks was received from her:—

Dear Office Friends,

The beautiful roses brought me a very friendly greeting on my anniversary, and I thank you each and all. It has been a long period but a happy one that I have been privileged to be with you, and it has been brightened by your many courtesies.

Very sincerely,

Annette S. Blaney.

East Walpole, May 20, 1922.

NEPONSET CREDIT UNION

The accompanying chart shows the remarkable growth of the Neponset Credit Union since its start in November, 1915, up to the end of April, 1922. Just study it a little and notice the steady increase in the number of members. This tells you in a very simple way that no one has ever joined and left it disappointed. Each year more people are finding the Credit Union a convenient place to save for a rainy day.

The slump which came in 1918 is accounted

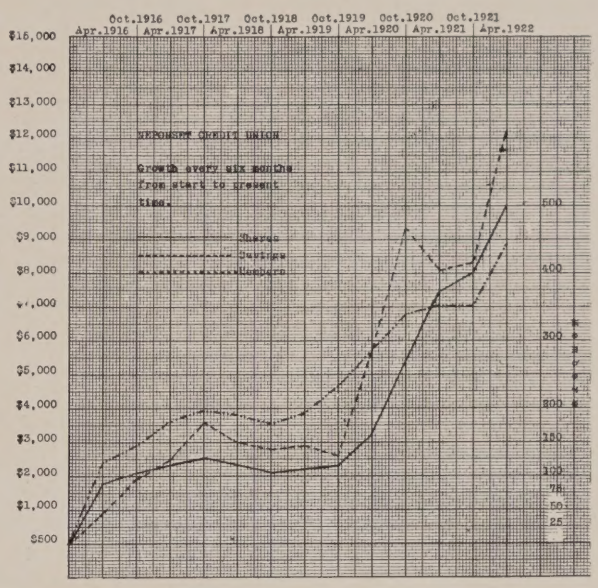


Chart Showing Neponset Credit Union Growth November, 1915, to April, 1922, Inclusive.

for by the fact that during that time everyone was putting all the spare cash possible into Liberty bonds. After the bonds were paid for, many elected to continue their weekly deductions and have them credited to their savings accounts. The abrupt rise in the line which indicates savings show how many there were.

The Credit Union is a bank right where you work which you can quickly reach at any time, either through your foreman or by telephone. If you do not fully understand it, get word to the Treasurer at the Labor Bureau and he will come and explain it to you.

There will be taxes, coal, and clothes and a dozen other things to buy next fall. Start a savings account now—this week—and be prepared.

TO YOU

It isn't the man who smiles that counts
When everything goes dead wrong,
Nor is it the man who meets defeat
Singing a gay little song;
The song and the smile are well worth while,
Provided they aren't a bluff,
But here's to the man who smiles and sings,
And then—PRODUCES THE STUFF.

* * *

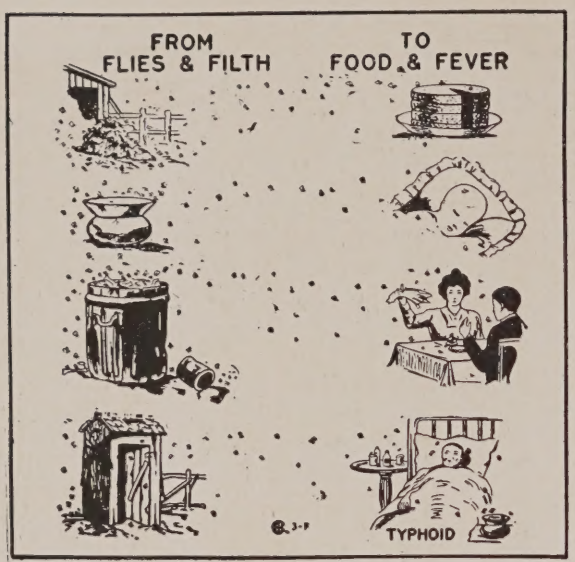
Some men are born great, and others roll up their trousers and wade right into the midst of greatness.

GET THE FLY BEFORE HE GETS YOU—IT'S NO JOKE

It is estimated that flies cost the United States and Canada 70,000 lives and $300,000,000 annually.

During the Spanish-American War the typhoid fly killed 1,500 American soldiers and "wounded" 20,728. This was more than were wounded and killed by Spanish bullets.

THE MOVEMENT OF FLIES



IF YOU WANT FLIES

Don't Do Anything—Don't Clean Up
Don't Kill Flies—Don't Cover Garbage Cans
Don't Trap Flies—Don't Bother About Manure
Don't Mind Filth
And
You Will Have Flies
Your Neighbors Will Have Flies
The Whole Community Will Have Flies

MAY HAS WORST ACCIDENT RECORD IN MONTHS

No Department Has Perfect Record

STANDING FOR MAY

	Employees	*Accidents*	*Days Lost*	*Standing*
FX1 & 2	178	1	3	.978
EM & ER	142	1	3	.973
FF	182	2	21	.917
DM	244	4	22	.916
FB	210	4	23	.901

May was certainly a hoodoo month for all divisions on accidents. Annie Poznec, FXB, spoiled a perfect record for the Box Shop when she stumbled and fell on the steps, causing bad abrasions of her wrist and elbow, which necessitated the loss of three days' time.

Clarence Mattson, EMT, one of the truck drivers, slipped from the step of the truck and injured his knee, thereby spoiling the Maintenance department's chance for a perfect record.

The Floor Covering plant had two lost time accidents during the month. Antonio Antonelli, in FFC, dropped a roll of floor covering on his foot and caused a bad contusion. William Dadd, FFJ, scratched his hand on the door of the hanger room and did not report it or have it attended to. At the end of four days he had a bad infection which necessitated his going to the hospital and losing considerable time.

The Main Mill had four accidents during the month. On May 9, Louis Kosak was standing on a plank pulling a rope, when the plank gave way and Louis fell striking his shoulder, which necessitated one day's lost time. William Thompson of DMC was pulling a wire from a bale when the wire broke and he lost his balance and fell, causing two days' lost time. On the same day Ben Muchyn, fourth hand on No. 5 Machine, got his right thumb caught in the nip of the calenders, which pulled the nail off and necessitated his losing two weeks' work. On the 22d, Frank Hobochuck, DMC, got his foot jammed under a bundle of wood pulp and a couple of his toes were slightly crushed.

At FB there were also four accidents during the month. Frank Smith got his foot caught under a drum of asphalt, which caused a loss of ten days. Antonio Cregnalo, FBK, splashed some hot asphalt on his hand, which was very painful and necessitated his losing eleven days' time. Harold Miller, FBE, was burned by a flash while working around a fuse box. Axel Erickson, FBK, got a slight burn on his ankle on the twenty-fifth of May but did not report it until the thirty-first, when it had become infected and necessitated lost time.

From the above, it is plain to see that practically every one of the accidents happening last month was caused by negligence on the employee's part. We must all make sure that we are working safely. Watch your step. Do not drop material on your feet. Have minor injuries attended to immediately, do not neglect them and let infection occur.

WORDS OF CAUTION FROM OUR INSPECTOR.

While passing through the repair shop at DP on my last inspection, I happened to see a man grinding a piece of steel at the emery wheel. I asked him whey he did not wear his goggles.

"Oh," he answered, "we have a glass guard over the wheel which is as good as the goggles."

"But," I said, "the guard is pushed back and is of no use in that position."

"Well," the man said, "I will only be a minute."

I wonder how long it takes to lose an eye. Certainly, not a minute. I'd like to have that man ask Happy Larry that question. I think Happy Larry would say, "A jiffy."

Some people say goggles are not comfortable and perhaps they are right, but glass eyes are far more uncomfortable.

Artificial legs can be made to walk with; artificial arms can be made to work with; artificial teeth to eat with; but nobody can make you artificial eyes you can see with.

—F. W. Fisher, Safety Inspector.

WOOD SHINGLES MENACE TO CITY SAYS THE LYNN FIRE CHIEF

The Chief of the Lynn Fire Department, the day following the big fire at Lynn which occurred on April 28 and destroyed a large section of Lynn's water front and business section, declared, "Wooden shingles are a menace to every inhabitant in the city of Lynn and should not be allowed to be placed upon any house within the confines of the city. Every building should be roofed with a fireproofing compound."

William F. Sline, our representative in that territory, made a careful survey of the ruins of the fire the day following and corroborated the above statement of the Chief. Mr. Sline states that of all the forty buildings burned, not one was covered with fire resisting shingles or roofing. There were several houses throughout the section which was burned that have asphalt shingles or roofing, and not one of them was burned. The fire simply jumped over these roofs and caught the wooden shingles.

This is certainly a tribute to asphalt shingles and roll roofing, and is a point that we can all well remember when we are boosting our products.

SCOUT NOTES

GIRL SCOUTS

The Movie Benefit held on May 17 was well attended. The Camp Fire Ceremony was very attractive and it was unfortunate that it should have had the ending it did. The curtain at the side of the stage blew in against one of the lighted candles and the fuzz was instantly ignited. Hearty thanks are due "Tom" Crowley who tore the curtain down and extinguished the fire before any harm was done, but great credit was reflected on the Girl Scouts who kept their heads admirably and did not hesitate—they kept on with their marching and singing, almost as unconcerned as if the fire were a part of the program. The excitement lasted only a short time and the program continued as had been arranged. With Frank Maguire as auctioneer, a lively sale of baskets of fruit, donated by Mrs. F. W. Bird, was held. Mr. Montgomery and Mr. Whittier added to the fun by returning their baskets for resale. The evening netted a good return to the Girl Scouts.

The Girl Scouts attended the State Review held in the Arena on May 20. A great deal of enthusiasm was stirred up.

THE SCOUTS JUST BEFORE STARTING FOR THE STATE REVIEW IN BOSTON.

Left to right:—Scouts O. Anderson, G. Broadley, S. Coburn, Eliz. Kimball, A. Bridgham, E. Whitehead, B. Collins G. Anderson, B. Broadley, Emily Kimball, M. McDonald, Lieut. Smith.

On May 26, a meeting of the Troop Committee was held at the home of Mrs. F. W. Bird. Plans for the work of the Scouts were discussed. On the committee are Mrs. F. W. Bird, Mrs. G. R. Wyman, Mrs. G. M. Graves, Mrs. Robert Kimball, Mrs. S. H. Kay, Mrs. W. Harper, Captain Leonard and Lieutenant Smith.

BOY SCOUTS

On May 20 the East Walpole Boy Scout troop journeyed to the Boston Navy Yard where more than three hundred scouts of the twenty-six troops which comprise the Old Colony Council were gathered to confer the Eagle Scout rank and insignia on two scouts of the Council, Scout Gordon Erikson of Troop One in Hingham and Scout Arnold Lawson of Foxboro.

The exercises took place on board the old frigate Constitution, under the direction of Mr. Duncan MacKellar, Scout Executive of the Old Colony Council.

The Eagle Scout rank and insignia is the highest award of the Boy Scouts of America, and these boys are the first boys in the Council to receive the honor. They have won twenty-two and twenty-three merit badges respectively.

There are few East Walpole Scouts who have won many merit badges. In times past there have been some who have gone up as high as eight or ten. We should like to see more of our present scouts obtaining these badges.

FIRE BRIGADE NOTES

Ex-chief Peter E. Walsh of the Boston Fire department, accompanied by Lieut. Ingersoll also of the Boston Fire department, witnessed the regular monthly drill of the Main Mill Fire Brigade on Monday evening, June 5. Alarms were pulled in from Box 3 and later from Box 5. The drill went off very smoothly, and very good time was made.

At eight o'clock the Brigade assembled again in the Brigade Room and listened to very interesting talks by Chief Walsh and Mr. Wyman. In all probability Chief Walsh will attend several of our meetings and give the Brigade instructions on the most approved methods of fire prevention and fire fighting.

Main Office Fire Drill

For the first time this year a fire drill, entirely unknown to anyone beforehand, was run off in the Main Office on June 2. This was also witnessed by Chief Walsh and Lieut. Ingersoll. Chief Walsh said that it was conducted nearly perfectly and was amazed at the rapid time made in leaving the office, everyone being out in one minute and 40 seconds. He was much more surprised, however, when he saw the large number of ledger records and other valuable papers that were placed in the vaults in that short time and announced that it was a wonderful showing.

VACATIONS

By Dr. William E. Barton

The annual vacation has come to be a marked feature of modern life.

"Are you going away this summer?" is a question which is asked of everyone, except of those who are known to be going away.

Perhaps statistics would show that a minority of the people in the United States really go away for vacation.

Perhaps if we were to take a census in the summer months when we are accustomed to hear that "everybody's out of town" we should learn that the town has in it nearly as many people as usual.

Perhaps we should find that only a few, relatively, of the whole population are actually at the seashore or in the mountains.

Perhaps it would surprise us and maybe do us good to learn how many people keep steadily on the job while others go away.

What They Do

Nevertheless, the summer outing is with us, and it has the grip upon an increasing number of people.

They splash in the water, they motor along country roads, and they do a variety of things somewhat different from what they are accustomed to do, and they try hard to have a good time.

Some of them succeed in having a good time. Others merely try hard.

Vacations do not do us all the good they should. Many people need to rest up afterward to get over the effects of their vacation.

It will do little good, probably, to advise them. If they think they are resting when they burn large quantities of gasoline and burn up the public highway, the good they obtain is largely in proportion to what they think they are getting.

It seems that the "Post," one of our enterprising Boston newspapers, is conducting a campaign to raise money to buy a baby hippopotamus for the children of Massachusetts. The youngsters are contributing their bit. We are glad to see that East Walpole is represented as the following excerpt from the paper shows:

"Two little fellows of East Walpole, Lewis A. MacLean and Nimrod E. Olson, saved up the pennies they earned by selling Posts and sent them into the Hippo Fund Editor yesterday. Just for that we extend them a special invitation to come to Boston when Baby Hippo arrives and and we'll give them a front seat at the reception."

—Baby Hippo Fund.

Notes from the Plants and Offices

MAIN PLANT

Unless the Weather Man picks some other day than Thursday to have it rain, Russ Tupper is going to recruit a team of ducks to represent the Main Mill in the Baseball League.

Frank Fisher, our fire eater, started his career as a public speaker the other evening, when he addressed the Girl Scouts on fire prevention.

We always knew Goodspeed was some planner, but when he told us that he saved $10.00 on discounts on a recent shopping tour, because of his membership in the A. L. A., for which he paid $8.00, we'll all take off our hats to him.

The centre of attraction for the past two weeks.

Sooner or later they all fall. John White, FXF, has a new Reo, large enough to take the whole family for an outing.

Little question for today—Why doesn't Arthur Wilson ride to work in his new Ford?

On state occasions, when Miss Smith is all dressed up in her scout uniform, she doesn't cross Washington street, she goes under the bridge. We wonder why.

Gladys Johnson, PN, spent Memorial Day in New York.

John Curran, DMT, is going to buy a house in Islington. We would like to know who his partner is

Have you seen Arthur Smith in his new car?

Leo Sansone, who has been messenger boy for the past few months, left recently because he was needed at home. Francis Bannon is now guardian of the mail bag.

Jens C. Peterson, of the Acme Chimney Co., Jersey City, N. J., assisted by Thomas J. McCarthy and Wm. Medlson, have been at work for the past several days repairing the 255 foot stack at the Main Plant. Andrew C. Bruce took a trip to the top the other day and took several pictures that we hope to be able to use in some future issue.

Have you tried Cedar Coat, the new furniture polish that Herman Nordstrom of No. 2 Machine is putting up? Herman says it is the best polish for pianos, furniture, automobiles and woodwork and is on sale in all local grocery stores.

Celebrating long service anniversaries in quite the thing in the Paper Mill these days. The following list will show how many are qualified for membership in the, "I remember when club":

J. J. Linehan, DMP, completed 25 years service, April 7.

John Spillane completed 20 years service, April 9.

Charles Geigol, DMB, completed 10 years service, April 15.

George Doderer, DMB, completed 25 years of service, April 17.

Patrick Connolly, DMB, completed 20 years of service, April 19.

Pat Houlihan, DMB, completed 10 years of service, May 23.

Carl Knaus, DMP, completed 20 years of service, June 1.

Andrew Walker, DMB, completed 25 years of service, June 7.

BOX SHOP

As usual, there are to be several June weddings among Box Shop folk. Mirjan Lehtanen, who left recently, is to be married and will make her home in Quincy. She was presented with a large electric lamp and globe by her associates.

Herman Lauble, FXC, is receiving congratulations since his marriage, June 1.

Mary Eppich is not saying when she is going to change her name, but she admits it will be soon.

Harry Tower, accompanied by Wilbur Fay, started on his annual fishing trip in the wee sma' hours of a recent Sunday morning. No word has been received as yet regarding the catch, but we expect them to bring home a whale at least.

Jim Kivlin has decided to tour Canada on his annual vacation. He had planned to stay right at home and get his sunburn at his desk, but, since they put the awning up, that plan is spoiled.

Carl Hertel has transferred from the Shoe Carton to the Printing department and expects to develop into a full-fledged printer one of these days.

Two of the girls from FXP are taking private swimming lessons at the Norwood Civic. They intend to join the Life Saving Crew at one of the summer resorts.

MAINTENANCE

The big smoke stack has been the center of attraction since the men have been at work on it. Joe Donovan says he wants to "get up in the world," but not that way.

The boys were all glad to learn of Jim Hadden's return from the hospital. He has made excellent recovery.

Marshall Grant is the proud owner of a new Hupmobile.

The main question in the machine shop is: Has Frank Whitehead a new car or has he redecorated his old one?

To climb or not to climb—that is Dave Regan's little problem since he got the work order demanding that the weather vane be oiled.

Have you seen Emil Sigmund in the new Reo speedster? He admits himself its "some boat." Two trips a day to Boston are mere nothings now in his life.

Harry Anderson made a flying trip to Old Orchard over the holiday in search of a place to sleep when he goes on his vacation this year.

The whole department heaved a sigh of relief when the report was received that they were again making paper on No. 5 machine after the new dryers were put in place.

Jesse Gay is proud of his new quarters in the red brick building in the lower yard entrance.

Timmins of EF was lately seen in Norwood with a "Buick" radiator under his arm after giving Joe Engley a ride. What happened, Tubby?

An Ice Cart in Disguise

In EF there is a "new" car,
Twenty-five miles to the gallon isn't far,
Even if its owner has a wonderful "line,"
It can be seen most none of the time.
It carries the label of a well known make,
But we all know it's only a "fake."
Now, if any this car would care to see,
Inquire at the Drafting Room for Tubby.

NORWOOD PLANTS

BUILDING AND ROOFING

Among our local celebrities, are:

"Happy" Knight, of PBL, who can tell a penetration to one point by chewing it. He eats gilsonite.

Walter Trundy, of FBK, the human thermometer, who can tell the temperature of asphalt within three degrees by spitting in it. His spit sizzles.

Our friends Watson, FBF, and Morgan, PBN, enjoyed the holiday at Rocky Point. They say the Rhode Island clam chowder was fine and the bathing great.

Standbys of the Felt Unloading Gang in FBT
John Coroski, Joe Greeley and Jim Porshinsky.

William Gordan, FBPM, is wearing the smile that won't come off. His wife and three children arrived from Scotland, Tuesday, May 31, and are located in their new home on Rock Hill. Besides Mrs. Gordan, there is a boy of 21, a girl 19, and a baby daughter 2 years whom Bill had not seen until she arrived in this country. He has been busy all week showing the folk the town.

"Doc" Watson is sure one busy man these days. Material in his right jumper pocket relates strictly to shipping and in his left hand to finishing.

Hazzard and his man had the grounds all shipshape to welcome Joe Conley when he returned after his long illness.

The Emergency Room is so attractive with its new window box that it takes part of the hurt out of getting hurt.

Bill Letts has joined the crew that takes care of the asphalt blowing. W. Peters, who has been still man since the building of the stills, returned recently to his old job in the research department of the Beacon Oil Company in Everett. Ernest L. Gardner is taking his place in FBQ.

The office doesn't seem like quite the same place without Eben Johnson, who recently left us to join the Cost Accounting department.

Otto Olsson has taken up Johnson's work and is rapidly becoming familiar with the making of roofing from the point of view of the man who keeps the records straight.

McKenzie and his gang were busy over the holiday making improvements on No. 1 machine. Besides putting in the new saturating pan, which has already been voted a big improvement, they are making changes in the surfacing section.

The following notice, posted on FB bulletin boards, may interest some of our other workers. Here's a chance to work out something.

Suggestions Wanted

We have had a great many suggestions for a Universal printed roofing that would lay either way, but in every case, it gives the effect of the diamond shape shingles. What we would like to have is a Universal shingle design that would give a real shingle effect no matter which way the roofing was laid.

Someone is going to hit on such an idea some day and it would enable us to cut out several patterns.

SUGGESTIONS ARE WANTED ON THIS SUBJECT—THINK IT OVER.

FLOOR COVERING

Oscar Knight bumped his head against an open window sash-cutting some gash. He didn't mind that even though the blood ran down his chin. He didn't mind the doctor's taking several stitches. What really got his Billycus Capricornicus after a few days was the fact that he could not comb his hair because the comb caught in the stitches. So the doctor took them out. The comb functioned perfectly and all was well.

Another little orchestra leader has come to live with Mr. and Mrs. L. W. Pierce. The Review offers congratulations.

G. Charron, FFB, did his bit by serving as a juryman in the Superior Court at Boston recently.

The following notice sent to FF foreman is self-explanatory. They intend that the Safety Banner is to find a resting place in their Brigade Room before many months. The form mentioned contains a series of questions the answers to which will be helpful in placing responsibility for accidents and in removing the causes.

"It is a regrettable fact that FF has not yet won the Safety Banner. Since the Safety Drive of last fall, every department in the contest, with one exception, US, has had possession of the Banner.

"We look to the foreman for suggestions and help that will bring that Banner to FF. Caution your men against thoughtlessness!!! Let's all get together for a perfect month and stop playing the tail end position.

"Foremen of all departments will fill out our form which is attached and send into the office in case of accident. In case of accident in their departments, department heads are held responsible for their men. The number of serious accidents that our plant has had should be greatly decreased. The form attached is additional to the regular Accident Report, No. 4577, and is to be used for the Superintendent and the Local Committee."

AND THEY SHOT LINCOLN

Since Gurney bought that brand new car,
His life's been filled with woe,
For a cruel fate has frowned on him
And landed a wicked blow.

The other night he took out Wight,
To demonstrate the bus,
And over hill and dale they ran,
Without the slightest fuss.

For Norwood soon they headed,
A license to procure,
And Gurney's hopes were raised on high,
For he was doubly sure.

Wight took a try, though we know not why,
And by some lucky fate,
He outdid his best and passed the test,
How, we can not state.

And then friend Gurney took the wheel,
His face was all aglow,
For they never saw such skill before
As he was going to show.

He swelled his chest, and broke his vest,
As at the clutch he hauled,
And down the street gaily sped,
When, crash —Ye Gods! HE STALLED! ! !

Somewhere the sun is shining,
And the birds are singing gay,
But there is no joy in Gurney's heart,
His goat has gone to stay.

—Jerry the Office Cat.

Everybody's happy just because its June.
Are we busy? Well, some.

What a few of our FF folk are famous for—

Jepson—Minding his own business.
Gurney—Securing an operator's license.
Martin—Wearing a halo.
Maguire—Dreaming of home sweet home.
Lines—Getting things done and moving.

The FFB boys—Harmony.
Huggard—Putting on flesh.
Clem—Whistling to accompany the Agony Mill.
Godding—Incubating ideas.
H. C. Knight—Saying *something* when he says *anything.*
Bernier—Asking if we miss him.
Wight—Covering territory.
Colmer—Spelling.
Eaton—Grinding away.
Latham—Saving the company's money.
Sutherland—Ventilating his knowledge.
Selden—Wearing a clean shirt.
Peterson—Wearing a dirty one.
Wadsworth—Smiling between his worries.
Goodwin—Raising whiskers.
Miss Haslam—Nursing the Serbian Army.
Burdette—Being on the job.
Reardon—Beginning at the bottom of the ladder to paint it.
Small—Making a big noise all the time.
Rouillard—Pulling stunts like this.

MAIN OFFICE

Several newcomers have been welcomed at the Main office this month:

Ruth Morgan has joined the dictaphone operators; Jane E. Nugent has come to work in the Purchasing department; Margaret M. Drummey is a new comptometer operator; Helen McKenzie and Edward A. Hall are new members of the statistical staff; Paul F. Breen is now with the Building and Roofing sales correspondents; Frances J. Dunn has returned to work in the Accounting department.

There have also been several additions to the Building and Roofing sales force. L. H. Green and Jack Donnelly, both of whom worked here before, have returned, and J. H. Montgomery and D. F. Pendergast are newcomers.

The Treasury and Credit Department.

One recent Saturday morning, the Credit Department blossomed forth in festive array with flowers to the right of them and flowers to the left of them, and all because two of their popular members, Miss Rhind and Mrs' Holmes, that day celebrated a birthday. The "Twins" were kept busy all morning acknowledging congratulations.

The good wishes of all his office friends go with J. R. Moraist who recently left the Floor Covering sales correspondents to join the outside sales force.

Mrs. Mary F. Patchen, who has been in the Stores Accounting department for several years, has resigned to take up household duties.

A little bird told us that about June 21st Jim Dowling is to join the ranks of the benedicts and is to make his home in Canton.

We are glad to see Mr. Springer back at his desk after a brief absence due to a bad case of ivy poisoning.

Louis Tarr is ready to match any man in the office as a paint washer, painter, gardener or general handy man any day, any time. No odds.

Mr. Stull, who was recently placed in charge of all departments in the General Accounting Division has resigned to accept another position.

We are glad to welcome Helga Peterson as a member of the community. Miss Peterson has recently moved here from Wrentham.

The violet bed in front of the Main Office looked particularly well this year, thanks to the care which Sam Graves has given it.

Miss Roundy, of the Credit department, has joined the ranks of the car owners and we soon expect to hear of some interesting week-end trips.

Olsson, of the Cost Accounting department, has succumbed to the lure of the open road and is now expounding the merits of Neponset Floor Covering to housewives in the more or less immediate vicinity. Kenneth Rouillard has taken over Olsson's work.

Miss Cook has transferred from the Stores to the Cost Accounting, and Chick Campbell has gone to the Manufacturing Ledger.

Madeline Sheedy and Catherine Duffy are new members of "Jim" Dowling's force.

Robert Shedden has transferred from the Box Shop to the Box Products sales.

Ernestine Surette spent the holiday at her home in York, Pa.

PHILLIPSDALE

Many of the men in the plant have built or bought houses during the past few years. and others are contemplating similar actions in the near future. On the opposite page are a few of homes of Phillipsdale employees.

Our DPG Girls—See All the Pleasant Smiles.

THE BEAUTY SPOT

Sometimes a visitor at our mill will remark in a far-away voice, "What a wilderness!" Or a more close observer casually, "The mill gardens are good this year!" But, down past the coal bins and boiler room, close to the fresh water pond is a spot that from June until October is truly a think of beauty—the Flower Garden.

Early in June it is a mass of rare loveliness: roses of deep red hide under their great dark green leaves, climbing roses of the delicate pastel shades cover the trellis and some whiter than snow stand sentinels at either end of the garden.

This array of color is quickly followed by a profusion of scarlet and pink ramblers, which in their turn pass and leave the dahlia, of rare and radiant color, the queen of the garden. This grand old flower puts forth her choicest blossoms until October.

All winter, the flower garden has been a deserted place, save when, as if by way of reconciliation, Jack Frost has paid us a visit and with deft fingers has dressed every tree and blade of grass in a dazzling coat of armor. Soon, however, the garden will bloom again in a glorious riot of color, wakening the pride of all of us here at Phillipsdale in our own beauty spot.

—Miss McKenna.

ATTRACTIVE HOMES OF SOME OF OUR PHILLIPSDALE PLANT WORKERS

1. The home of John Nolan, who has charge of our Store Room, built by him about 8 months ago. 2. The home of Patrick Lynch of DPY. He bought this house about two years ago. 3. The home of Mr. Pettingill, our master mechanic. He built this house about 6 months ago. 4. The home of Rex Salisbury, our assistant superintendent, bought two years ago. 5. The home of Joe Chamberlin, our Office Manager. 6. The home of Oscar Anderson, our night foreman, bought about one year ago. 7. The home of Henry Phelps our Cutter Room Foreman, bought about two years ago. 8. The home of Joseph Farrell of DPM, bought about four years ago.

CHICAGO NEWS

"WINDI-CITI-ITES"

We all regret exceedingly Mr. Bird Jr.'s departure from the mill here. He, however, leaves the mill and office in such improved shape and with future development plans so well outlined that it will keep all of us "on our toes" to "carry on." At his farewell dinner the other evening the universal topic was of the help given individually and collectively to members of the organization by Mr. Bird, Jr., and the determination that everyone profiting by his help would be "on the job" to help his successor, Mr. Hird, carry along.

Well, the month of May showed the largest amount of shipping for some time and we are only hoping to say the same each succeeding month.

The Tennis club here is out in full swing. R. R. Thurston, the manager, has arranged a double tournament to be played in June. Every Sunday the office crowd play in Jackson Park, and some merry games result.

The machine men are still making a drive on "time down" on the machines and we hope May figures to show a decrease over April. At the same time the standards set are being reached particularly when the felt comes right.

John Matcha is back at his work as Machine foreman after a week's illness.

The week ending May 20 showed 35 cars shipped for the week and in addition that shipped by trucks made several cars more. This was the largest week for three years.

Miss Helen Johnson has returned to her desk after a ten days' illness.

Mr. Cyril Hettick has been added to Mr. E. R. Clarke's Sales Office force to take the place of one of the girls transferred.

All roofing factories hereabouts are reporting increased working hours each week.

MRS. FRANK MURPHY

The entire community was shocked and saddened to learn of the tragic death, Thursday, May 25, of Mrs. Elizabeth Murphy, wife of Frank Murphy, assistant foreman of the Finishing department. As Mr. and Mrs. Murphy were crossing the street, after leaving church, Wednesday evening, they were struck by an automobile operated by Amediee Boudelini of Walpole. Mrs. Murphy was knocked down and sustained serious head injuries, from the effects of which she died at the Norwood Hospital early Thursday morning. Mr. Murphy was slightly injured.

Besides her husband, Mrs. Murphy leaves five children, two of whom, William and Walter, are employed here.

MRS. RONALD R. GREENE

On Sunday, June 4, Mrs. Gladys Greene, wife of Ronald R. Greene of the Shoe Carton Department, died at the Norwood Hospital after a brief illness. Besides her husband, Mrs. Greene leaves a mother and two brothers and five sisters. One of her sisters, Edith is at present employed in the Mailing Room and another sister, Eva Jonah Lindequist, was formerly employed in the Stenographic Department. The sincere sympathy of the organization is extended to the bereaved husband and family.

THOMAS O'DAY

On May 13, Thomas O'Day, who had been employed since 1918 in No. 1 Box Shop as porter, died at his home, 278 Railroad avenue, Norwood.

Mr. O'Day was sick only a short while, having worked up to a few days of his death. Besides his wife, Mr. O'Day leaves four children to whom the Review extends sincere sympathy.

The sympathy of the entire organization is extended to James Houlihan, DMT, who recently lost his mother.

"OLD TIME STUFF"

Last month the Review ran a number of contributions from Supt. Smith of the Main Plants under the heading "Do You Remember". We have decided to make this a regular department and we want contributions.

Here's a chance for our many "Old Timers" to dig up some of the old time happenings, and the items below what we are after — interesting and amusing sidelights of the old days.

Let's all get together and make this the most interesting column in our paper. All right.

DO YOU REMEMBER?

Do you reemembr:

When the Old Tavern stood on the present site of the Library Building and housed a barber shop, waiting room, store room, reel house, a shoe maker and wife and the Beacon Club?

When the old Geary house stood just inside the entrance yard—the petrolatum and asphalt tanks and then the steps leading to the spring?

When the girls sat behind the tack box machines and ran each box through glue rolls by hand?

When cartridge paper was made on No. 1 Machine and hardware on No. 2 Machine?

When the Waterproof Building was located at present site of garage in the lower yard?

When the girls sorted shells at various locations in upper mill yard buildings?

When the track ran from No. 1 Sorting Room basement out doors to No. 1 Beater Room?

Where the old brick chimney stood before it was torn down and later replaced by separate stacks for each boiler?

When the present chimney was built?

When Parine Cement was made "in the field" near rock at west of SD2 building?

When the Car Roofing department was at present location of Store Room?

When the line shaft ran to former location of Box Shop in SD1 Building?

Some of us can.

OWNING A HOME

(By Walt Mason)

I own my home, and life's a pome, from outside to the center; I'm full, inside, of honest pride; I'm sorry for the renter.

I own my shack both front and back, the kitchen and the porches; and here I sit and feel I'm it, and smoke my five-cent torches.

The tree and vine are strictly mine, the concrete walks and hedges, the elms and yews, old cans and shoes, the ax and saw and wedges.

The house is old, the rooms are cold, the roof is often leaking, and in the night, when men sleep tight, I hear the front gate creaking.

But it is mine, this shack of pine, and there's no mortgage on it; and here I sit and do my bit at writing ode and sonnet.

My house is cheap; no footmen keep their vigils in its hallways; no butler stern with pomp to burn here combs his auburn galways.

My house is punk, the doors are shrunk, the windows shake and rattle; and on the stairs and under chairs the cats and rats give battle.

It isn't fine, but it is mine; with smiles I bid you enter; I am the king while here, by jing! I'm sorry for the renter.

—Adams Syndicate.

CARD OF THANKS

We wish to express our sincere appreciation of the kind sympathy extended to us at the time of our recent bereavement.

Frank L. Murphy and Family.

BASEBALL

The Main Mill Baseball team got away with a flying start in the Interdepartmental League by defeating the Office aggregation, 9 to 3, in the opening game, May 11. Old J. P. has been scoring a few of his own so that the Building and Roofing plant has not yet had the opportunity to show what they can do. The Mill dropped the second game to the office.

In the first game Higgins pitched clever ball for the Mill, keeping the Office sluggers down to a few bungles. The Office has only one alibi to offer—two of their best players were unable to play because of illness and business.

MAIN MILL 9—OFFICE 3

Innings	1	2	3	4	5	R	H
Main Mill	4	0	3	2	0	9	8
Main Office	2	0	0	1	0	3	4

Batteries: Main Mill, Higgins and Eckhardt; Main Office, Head, William Murphy and Smith; Umpire, Michael O'Brien; Three base hit, H. Higgins; Two base hits, C. Mattson, and H. Higgins.

In the second game, June 1, Dave Bowles was back in the box for the Mill and had the Office pretty well worried at the beginning of the game. Shedden twirled for the Office and became more effective as the game progressed. In the sixth, White walked, Ed Murphy knocked a neat two-bagger and started a string of runs which put the Office on the winning end of the score. Dolan clenched the Office victory by making a perfect catch of Wallie Duncan's long fly to deep center.

OFFICE 5—MAIN MILL 3

Innings	1	2	3	4	5	6	7	R	H
Main Office	0	1	1	0	0	3		5	8
Main Mill	1	1	1	0	0	0	0	3	6

Batteries: Main Office, Shedden and Smith; Main Mill, Bowles and Eppich; Umpire, Michael O'Brien; Three base hit, Whitney; Two base hits, Eckhardt, Fisher, White, and Ed. Murphy.

QUOITS

The quoiting season is here again. If you don't believe it, just take a walk up to Herbert Cobb's place on Pleasant street any evening and watch the stars shine—not in the sky, but on the ground near the barn. Already some interesting matches have been played, and under the capable direction of Andy Urquhart, tournaments will soon be arranged. Anyone interested in hurling the iron ring is cordially invited to attend the regular Tuesday evening meet-ups.

Stakes have been set up and a supply of quoits furnished at No. 1 Box Shop, so that men who eat lunch there at noon may have an opportunity to match their skill in quoit pitching.

Before long, similar arrangements will be made at the Building, Roofing and Floor Covering plants, and it should not be many weeks before the quoiting stars at the different plants have a chance to determine the holder of the honors.

Pitching quoits is one of the best outdoor games. It exercises muscles never reached by regular work at a machine or desk. Those who have tried the game need no urging to start again; those who have never tried it should lose no time in trying their prowess.

TENNIS

The exceptionally good weather of the past month has induced many of the tennis followers to get out the old racket and limber up on the courts. Some warm sets have been played, and the season bids fair to be the best the Club has ever seen.

The work of getting the Bird Club court ready was delayed as it had to be resurfaced and this could not be done until water was piped down to the court. However, the pipe will be laid now within a week, and very soon the court will be in first-class condition.

It is also planned that the third court on Walcott avenue will be put in shape within a very short time. Get your racket restrung if it needs it, buy some balls and join the Club so that you will be ready when the tournament starts.

The Labor Bureau has a supply of balls, and will be glad to order a racket for you or have your old one restrung. They can save you 50 per cent on rackets and 10c apiece on balls.

BIRD CLUB

The last Bird Club entertainment of the year was held May 26 in Bird Hall and was voted a complete success by all. The wrestling matches were exciting enough to please the most ardent followers of the sport.

In the first match, Ed Bollin vs. Victor Kunsela, both of Norwood. There was no decision.

The second match, John Mackie, of Norwood, announced as the world's light weight champion, against Louie Marshall, who last winter wrestled 5 hours straight to a draw, was won by Mackie with a toe hold in 16 minutes, 40 seconds.

The third and most exciting match of the three, Charles Donnell, of Norwood, against Bull Olsen, of Manchester, N. H., was a fight to the finish. Donnell won in two straight falls, the first by a combination arm, lock and body hold, in 19 minutes, 10 seconds, and the second by the flying mare in 16 minutes, 34 seconds.

Robert Burlen added variety to the evening's entertainment by contributing some very good stories, well told.

BIRD CLUB GROUNDS

The House committee of the Bird Club, which is in charge of the house and grounds, have posted the following notice around on bulletin boards:—

> "Now is the time to clean up the dead wood at the above place. Those who desire to get wood for the cutting can arrange with Mr. Jack Smith, who will give you the details. Work will commence Saturday afternoon, April 22.
>
> IF YOU ARE INTERESTED IN GETTING YOUR WINTER'S SUPPLY OF WOOD DON'T FAIL TO SEE JACK SMITH."

Here is an opportunity for anyone to get a lot of good healthful exercise this summer as well as a supply of wood for the winter. It should appeal to those living in East Walpole especially, as it is so near their homes.

THE DAILY DOZEN

We have read much in the current magazines and newspapers about Walter Camp's Daily Dozen; also, many of us have invested in the phonographic records which bear the same name. The exercises are easily mastered by following the simple directions that he prescribes.

The Labor Bureau has a few copies of the pamphlet and, as long as they last, will be very glad to send them to anyone who asks for them.

INFORMATION BOOK

We have found that, through some oversight, one or two employees who have been hired during the past few months did not receive Information Books which give a general summary of the policies, regulations, interests and orders relative to the conduct of the business and the duties of the employees of Bird & Son, as well as a description of the various activities, associations and interests developed among the employees in the different plants.

We want to make sure that every employee at the East Walpole and Norwood plants has one of these Information Books, and if, by any chance, any reader did not receive his book, please notify the Labor Bureau and one will be sent to you immediately.

SOME INTERESTING EAST WALPOLE AND NORWOOD HOMES

1. Home of S. W. Smith, 26 Fuller Ave. E. W. 2. Homes of John Wosner (FFP) 42 Short St. and Antonio Wosner (FXF) 48 Short St. Norwood. 3. Harold Miller's (FBE) bungalow on Sumner St. E. W. 4. Ludwig Anderson's (EMM) new home at 252 Pleasant St., E. W. 5. Richard J. Stoddard's new bungalow on 6 Stone Circle, Norwood. 6. The home of Dennis J. Broderick, 24 Beech St. E.W. 7. The newly purchased bungalow of L. E. Tarr, (AC) 113 Pleasant St., E. W. 8. New homes of Mrs. Elizabeth Knox and W. E. Harper (ERE) at 30 and 34 Rhoades Ave., E. W. 9. Recently completed home of W. J. Quinn, (DMP) adjoining home of H. H. Tower, (FXW) 277 and 273 Pleasant St., E. W.

Neponset Review

JULY 1922

VOL. X. NO. VII.

SECOND ANNUAL

BIRD CLUB CARNIVAL

EAST WALPOLE PLAYGROUNDS

Afternoon **JULY 22nd, 1922** Evening

3:15 BASEBALL Walpole Town Team *vs* Dedham K of C 3:15

Sports

Races

Band

Concert

Entertainers

Refreshments

Midway

Dancing

Bigger and Better than Last Year—Don't Miss It

NEXT SATURDAY, JULY 22, 2 P. M.

(If rainy on July 22, Carnival will be held August 5)

We haven't had much to say about this year's Carnival so far in the *Review*, partly because there hasn't been much to say but chiefly because we wanted to make a lot of it when definite plans had developed.

The Entertainment Committee, under the direction of W. J. Score, Chairman, has promised a Carnival that will be the equal of any ever held in town, and we all know that is saying a lot.

Committees have been selected to take charge of the various branches. All the members of the Entertainment Committee are represented on these committees, and, on account of the large number needed, several additional members were added. Many of these committees will need much more help of the day of the Carnival, and the General Committee asks that all members of the Club assist on any committees that may need their services.

The Carnival is given for the benefit of the Bird

Club, but the main purpose is to see that everybody who attends has a good time. With halfway decent luck on weather, the committee members feel sure that no one will be disappointed.

Last year a fair amount of money was realized from the proceeds of the Carnival, which greatly assisted the Bird Club in carrying on through the past winter. The numerous entertainments given during the past year were expensive to run. These, coupled with the running expenses of the Club House, have meant a small deficit which the Club must meet.

J. B. (Jim) Maguire has again been chosen chairman of the Midway Committee, which includes practically the same personnel as last year. This fact assures us of up-to-date, lively attractions along the Midway. E. F. (Ed) Murphy, chairman of the Games and Sports Committee, has arranged for a first-class ball game between Mike O'Brien's championship ball tossers and the strong Dedham K of C team.

In the evening there will be a band concert by the Norwood Band and also dancing in the Bird School Auditorium. The Auditorium is one of the largest halls in town and will accommodate a large crowd. Lewis Pierce, the Bird Club Orchestra leader, will see to it that proper music is on hand.

Mr. H. H. Miller, who was in entire charge of the Carnival last year, has been chosen as chairman of the Entertainment Committee, and a program has been promised for both old and young. F. B. Duncan is again in charge of the grounds this year, principally because he did such wonderful work last year; as is also true of S. W. (Steve) Smith, who is going to look after the inner man from the refreshment booths.

Watch the bulletin boards for details.

A list of the committees follows:—

W. J. Score, General Chairman.

Finance : D. A. Chase, Chairman, H. S. Johnson, Joseph Sheehan.

Dancing : R. B. Wadsworth, Chairman, L. W. Pierce, P. N. Hills, W. R. Duncan.

Entertainment : H. H. Miller, Chairman, H. C. Jepson, H. L. Badger, E. M. Lines.

Grounds : F. B. Duncan, Chairman, G. R. Wyman, H. S. MacKenzie, P. R. Allen, Wm. Carberry, Wm. White, Joseph Donovan.

Refreshments : S. W. Smith, Chairman, Frank Whitehead, Frank Sutherland, E. L. Chamberlain.

Parking : J. E. Curran, Chairman, D. J. Cullinane, J. R. Ghen, H. E. Sawyer, W. E. Hale, J. C. Conley, James Hammond, D. A. Jones, Thomas Lavin.

Tags : John J. White, Chairman, A. V. Wilson, A. C. Buell, F. W. Smith, A. H. Anderson.

Midway : J. B. Maguire, Chairman, B. R. Taylor, L. R. Bernier, J. H. Smith, F. C. Bassett, C. W. Conrad, S. B. Montgomery.

Games and Sports : E. F. Murphy, Chairman, M. J. Hawkins, W. F. Geary, R. H. Hood, John Dolan, R. C. Tupper, S. F. Martin, James Quinlan.

Advertising : R. G. LaFountain, Chairman, Maurice Mason, P. H. Bailey, A. D. Kilham, Howard White.

WHAT TO LEARN

There are five things in life which we ought to learn. Here they are:

1. Learn to laugh. A good laugh is better than medicine.

2. Learn how to tell a helpful story. A well-told story is as welcome as a sunbeam in a sick room.

3. Learn to keep your troubles to yourself. The world is too busy to linger over your ills and sorrows.

4. Learn to stop croaking. If you cannot see any good in this world, keep the bad to yourself.

5. Learn to greet your friends with a smile. They carry too many frowns in their own hearts to be bothered with any of yours.

—Here's Howe.

View from Top of Chimney Looking up Washington Street Shows New Bird School and East Walpole Playgrounds

(Picture taken by A. A. Bruce)

AMATEUR PHOTOGRAPHERS' CONTEST

We are going to have another contest this year for the best snapshots taken at the Bird Club Carnival, July 22.

1st Prize . . .	$5.00
2nd Prize . . .	$3.00
3rd Prize . . .	$2.00

The winning pictures will be published in the next issue of the Review.

All pictures must be sent to Editor not later than August 3, and all submitted snapshots will be retained.

The sender's name and address and a description of the picture must accompany each snapshot.

Suggestions to Contestants

The best picture shows the subject in action rather than a pose.

Pictures of babies are always interesting.

The size of the picture does not matter, as long as it is clear and in good focus.

One picture with a smile is worth a dozen with a frown.

Send pictures to Editor, Neponset Review, Labor Bureau.

FOURTH OF JULY PARADE

Bird & Son was well represented in the American Legion parade which started the Fourth of July celebration in Walpole. To be sure, the weather left much to be desired, but the rain was so light that it did not seriously inconvenience those who participated. We had one large truck, decorated with flags and bunting, and three small ones, one showing fibre cases, one showing floor coverings and one showing roofing products. Four girls from the Main Office, Margaret Daley, Alice Darville, Julia Clem and Dorothy Lynch, and four girls from the Box Shop, Nena Holmberg, Marion Collins, Mazie Driscoll and Catherine Brady rode on the large truck. Bird & Son was awarded 1st prize in the Business section.

WALPOLE TRUST OPENS NEW BUILDING

One of the most important events in the history of our town took place last Saturday when nearly eight hundred residents accepted the invitation of the Walpole Trust Company to inspect the new building. From three o'clock in the afternoon until eight in the evening the building was thronged with an enthusiastic and interested gathering. The residents of Walpole were not the only people to appreciate the significance of this new home for the Company. Many bankers and brokers sent very appropriate congratulations in beautiful flowers and plants.

The building is well planned and attractive, bearing a dignity becoming to the firm's position in the commercial life of the town.

FOURTH OF JULY PARADE

1. Legion Parade Passing Allen's Corner. 2. Large Float Starting Out. 3. Box Products Float. 4. Floor Covering Float. 5. Building & Roofing Float.

DOWN IN THE MOUTH

There are just Thirty two Reasons Why We Should Take Care of Our Teeth — and Each One is a Tooth

Originally, teeth had two purposes—to chew and to settle arguments. After a couple of hundred thousand years man has found T. N. T. less personal and more effective, in fighting but teeth are still supreme when it comes to roast beef. Some folks think their stomachs have teeth and bolt food whole. They're what the undertaker might call "desirable risks."

Chewing continues to be a fairly popular pastime. Few do it thoroughly, however, which may explain why there're so darned many "crabs" in the world. For who can grin with an upset bread basket? *Chew your food.* Improperly chewed food makes "sore heads" out of a lot o' folks who might otherwise be fairly decent. Give the digestive juices a chance to mix.

A lot of people can "chew the rag" with bad teeth, but it takes *good* teeth to chew *good* food as it *deserves* to be chewed. One can be what one *chews* to be. That's an old one, as old as it's cheap, almost—but there's more truth than fun in it, at that.

But chewing isn't even comfortable if your teeth are full of cavities. Fill 'em, no matter how small. A filling in time saves a lot of grinding. Which leads us to another thought. The grinding power of sound, natural teeth is about 175 pounds; of artificial teeth, about 25 pounds. Two teeth in the jaw are worth ten in a plate. A tooth lost is a tooth lost, no mistake about that. Put what you will in its place—the *tooth* is gone.

Tooth decay has been called the disease of the people. It is. About eight out of ten people suffer from it in one way or another. That's a pity, because Nature protects the teeth with the hardest substance to be found in the body. Teeth ought to last a lifetime. But even Nature isn't fool proof. Nothing is. Care is the only remedy.

What's to be done about it?

Brush 'em, for one thing. Better after breakfast than before. Before and after, better still. Pass it up in the middle of the day, if you have to, but get after 'em at night, whatever you do. The greatest amount of decay occurs at night, when the mouth is quiet. Rinse the mouth with salt water before you go to bed. Plain tap water is better than no water at all. The best tooth paste is elbow grease, vigorously and frequently applied via a medium toothbrush.

Scrubbing the *surface* of the teeth—*the part that shows*—isn't enough. To begin with, the average brush is too large for the job. The big idea is to get in *between* the teeth—in, out, up and down. That's almost impossible, not to say brutal, with the ordinary size. Why, it's like using a shoe brush to clean a typewriter. Get a small one. But don't take our word for it. Ask your dentist.

Food has much to do with decay, particularly candy and cake, worse luck. Go easy on starches and sugar. The Eskimos have the lowest percentage of defective teeth. Their diet, which lacks sweets, may account for this.

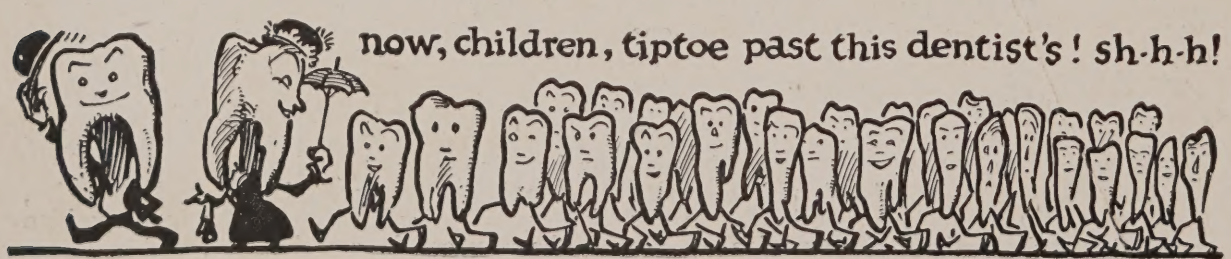
We're a hard-headed bunch of critters! With us, interest in health follows affliction. We holler when we're hurt, all right. Pain is a language every one of us understands. It's easy to *talk* about "getting by." We never do. Talk's cheap. Health isn't. And teeth have much to do with general health.

You may think you're fit as a fiddle, but if you neglect your teeth, abscesses can form at the roots without giving apparent trouble. These pus sacs spread and are poisonous. That poison, carried in the blood stream, may attack the heart, eyes, kidneys, joints.

Health is one of life's little jokes—on us. But he who laughs best—laughs last.

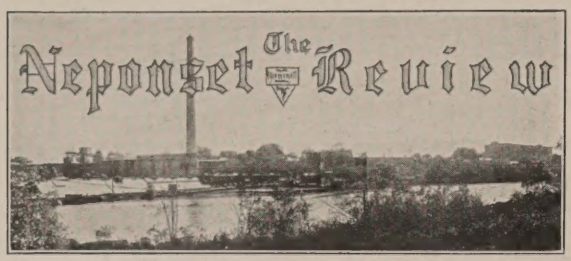
HELP! HELP!

Lord help me!
I'm sitting in a
Dentist's chair—
Waiting to be bored.
There's a hint
Of the worst
About to be pulled
In the gurgle of the
Little stream
At my elbow.
I've just been
Pumped up
To a chilly height.
My dentist is
Whistling, "Look for the
Silver Lining"
Right in my teeth,
And I know he's not
Referring to my
Cavities
But to my
Pocketbook;
And so
Lord help me!



SOME EAST WALPOLE AND NORWOOD HOMES

1. Home of Fred V. Bell, 225 East St., E. W. 2. Frank Whitehead's home on Walcott Ave., E. W. 3. Home of Rose and Mary Friary, 47 Mylod St., Norwood. 4. H. L. Young's bungalow on Sumner St., Norwood. 5. Carl Schaier's residence, 44 Highview St., Norwood. 6. Frank Massey's home on Mylod St., Norwood. 7. Jack Sullivan's recently purchased home and Martin King's house Beech St., E. W. 8. Jack Smith's home, Short St., E. W. 9. Home of Victor Burrell, East St., E. W.



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Editor and Publisher, B. D. Rogers

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The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers,
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

"One single idea may have greater weight than the labor of all the men, animals and engines for a century." ***—Ralph Waldo Emerson.***

HOW ROOSEVELT ENDED COAL STRIKE IN 1902

The great coal strike has evoked many suggestions, requests and demands for intervention by the Federal Government, in accord with the precedent set by President Roosevelt in 1902, when the last former strike occurred in the anthracite region. That precedent seems, however, to be not correctly remembered or understood by those who have clamored for instant and dictatorial action; the fact being that President Roosevelt was conspicuously deliberate and nondictatorial; and though in the end his course proved effective and satisfactory, it led to settlement through precisely such a compromise as many are now inclined to condemn in advance.

In April, 1902, the miners demanded shorter hours, better pay and recognition of their union, all of which the operators refused. The miners then proposed, but the operators refused, arbitration; and repeated efforts by the National Civic Federation aggravated rather than ameliorated the trouble

Early in May a general strike began, but not until a month later, when the mines began to be flooded and the distress of famine prevailed in that region, did the President attempt to effect a settlement. His proposal of arbitration was rejected, whereupon he contented himself with directing his Commissioner of Labor to investigate and report upon the general conditions of the mining industry.

The "fight to a finish" went on, with much arson, dynamiting, rioting and loss of life. Thousands of State troops were sent to the field and demands were made upon the President (by the mine operators) for Federal troops, which he refused.

At the beginning of October, five months after the beginning of the strike, when the price of coal had risen five or six fold and the public faced Winter weather with empty bins, the President again called the leaders of both sides into conference at the White House, but again without avail.

But 10 days later, through the cooperation of J. P. Morgan, who had returned from Europe, President Roosevelt got both sides to submit to arbitration, pending the result of which the miners immediately returned to work, more than five months after the beginning of the strike.

More than five months later still the arbitrators made their report, exactly "splitting the difference" between the demands of the miners and the contentions of the operators; a compromise which was loyally accepted by both sides and which remained in force for 19 years, until the present Spring. Such was the "precedent" set for presidential intervention at this time.—Willis Fletcher Johnson in the *North American Review.*

OVER-CONFIDENCE

There was a chap who conceived the idea of becoming a tight-rope walker.

He practiced.

He stretched a wire on the ground and, equipped with a balancing pole, attempted to walk the wire. After a little bit he concluded that it was wonderfully easy. Before long he threw away the balancing pole and, much to his amazed delight, he found he really didn't need it at all.

Full of confidence, he stretched a wire about fifty feet from the ground.

Climbing to the top of one of the posts he struck out across the wire.—And the funeral was largely attended.

"Funerals" are being held every day for men who throw away their balancing poles too soon.

Confidence is an asset, but over-confidence is a liability.

HOW IS ALL THE PAPER USED?

People read newspapers, books, magazines, and placards, which are printed on about three-sevenths of all paper manufactured; they box up articles in about one-fourth of it; wrap purchases in one-seventh; write and typewrite on one-eighth; put a trifle more than one-twentieth of it into buildings and upon walls; and use the remaining one-hundredth in miscellaneous ways.

"I will study and some day my chance will come."—Abraham Lincoln.

Some part of the next three months is a period of relaxation for nearly everyone in the business world. Let this holiday be something more than a time for recreation alone. Devote a part of it to the reading of serious books which will reflect upon your work in the months to follow. Learn to use business books effectively. Read, think and apply the principles set forth in the best business books of the day. A few hours spent in this way may result in the formation of a habit which will make your vacation mean to you something more than it ever has before. One of the staff of the La Salle University recently made the following remark in regard to study in Summer:—"The man who lets hot weather stop him from study would let cold weather stop him from Christmas. Three months put in during June, July and August will put you three months ahead of the fellow who loafs."

We have many good business books in our library and may be able to get you others. Among those recently added are the following:

Waste in Industry. Federated American Engineering Societies	
Accounts: their construction and interpretation	Cole
Personnel Administration	Tead
The three volumes on Manufacture of Pulp and Paper by the Committee on Vocational Education of the Pulp and Paper Industry	
Market Analysis: its principles and methods	White
Cost Accounting and Burden Application	Scovell
General Literature	
Great Sea Stories—French	
Let 'er breck: a story of the passing of the old West	Furlong
The Range Men: story of the Ranchmen and Indians of Alberta	Kelly
Vocational Guidance in the Professions	Brewster
An English Wife in Berlin	Blucher
Lampshades: how to make them	Earle
Biography	
Louise Imogen Guiney	Brown
Life of Clara Barton	W. E. Barton
My Boyhood: an autobiography	Clara Barton
Some good stories	
To the Last Man	Grey
Man from the Wilds	Bindloss
Hidden Places	Sinclair
Head of the House of Coombs	Burnett
Grey Angels	Bartley
Maria Chapdelaine	Hemon
Nancy of Paradise Cottage	Watkins
Set in Silver	Williamson
Clean Heart	Hutchinson
Set of Six	Conrad
Tide Rips	Connolly

PAPER MILL WORKERS—CORRESPONDENCE COURSES

The effort by the paper industry of the United States and Canada to train its employes for promotion, as well as for more efficient performance of their duties, has taken another step forward, with the organization of correspondence courses on both sides of the international border. Courses for paper mill employes will be handled on the United States side of the border by the University of Wisconsin, and for Canada by the Canadian Correspondence College, Gardenvale, Quebec, sponsored by leaders in the Canadian paper industry.

The paper industry has just completed the first three of the five volume series of text-books for training of paper and pulp mill employes, at a cost of over $40,000 for the preparation and editing alone of these books. Several states have initiated special class instruction of mill employes through university extension departments, Massachusetts having been the first to hold actual classes through cooperation with mill officials. Wisconsin has also begun class instruction, but New York, with more mills than any other state in the union, has apparently been unable to take up this work.

The cost of compiling such a complete course was so great that it has been necessary to grant the association financial assistance. We have contributed our share, confident that our paper makers and others within our organization may profit by a thorough study of the books, even if they do not take up the correspondence course which we are investigating in view of an organized campaign for classes next winter.

The three volumes in the course which have been published have been added to our library, and are already much in demand. Information on the subject of paper making in all its phases has never been so completely covered in any text-books. They are the result of the combined effort of experts in the paper making field, and ought to be a means of advancement for any one working in those lines.

Volume I takes up Arithmetic and Mathematical Applications, shows how to read working drawings, and includes a short course in Elementary Physics. Volume II treats of Mechanics and Hydlraulics, Elementary Electricity and Chemistry. Volume III is devoted to wood pulps—the treatment, refining and bleaching of pulp, and Volumes IV and V will cover the complete operation of paper making.

Send your name to the Library to be put on the list to receive them in your turn.

CARDS OF THANKS

I want to thank my office associates for the beautiful roses they gave me on my anniversary.

Eleanor J. Brimner.

I want to thank my office friends for the flowers they sent me on my anniversary. The roses were lovely and the *rose daisies* very, very sweet.

Bessie E. Hubbard.

I wish to thank my kind friends at No. 1 Box Shop for their beautiful gift and their good wishes.

Mirjam Lehtonen Wehmas.

To my good friends at No. 1 Box Shop, I wish to express sincere appreciation of their beautiful gift.

Mary Eppich Balduf.

Mrs. B. M. Jonah and family and Mr. Ronald Green wish to express their appreciation of the beautiful flowers sent at the time of their recent bereavement.

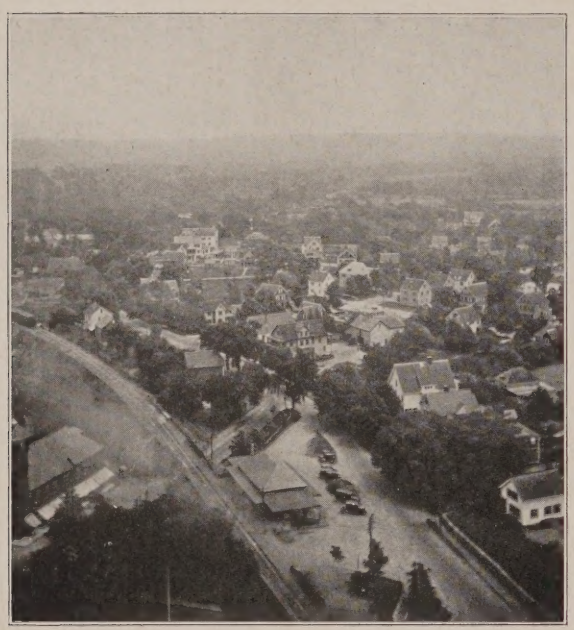
NEPONSET CREDIT UNION

At the last meeting of the Board of Directors of the Neponset Credit Union, the following officers and directors were present: W. E. Sumner, President, B. R. Taylor, Clerk, A. W. Smith, Treasurer, J. H. Smith, A. C. Urquhart, J. J. White and C. D. Savage.

In addition to the routine business transacted, it was voted to have the Neponset Credit Union represented at the next Credit Union League Convention, which will be held in September.

At this Convention will be represented more than forty thousand credit union members in the state.

With more than ninety credit unions in the State of Massachusetts, and more being added every month, the credit union idea is growing rapidly.



East Walpole from Our Chimney
Looking Up Union Street and Walcott Avenue

The Neponset Credit Union is composed of members of Bird & Son, inc., Employees' Mutual Benefit Association. It was started in November, 1915, and has enjoyed a steady growth ever since. At the present time it has 450 members, with assets of over twenty-six thousand dollars ($26,000.00).

The Credit Union promotes thrift and provides credit facilities at rates of interest that appeal to the average person. It is operated by and for its members, who share in the profits, have the benefit of the credit facilities and is, in reality, a bank in miniature.

It is under the supervision of the State Bank Commissioner, and its accounts are examined by the office of the Bank Commissioner at frequent intervals.

The Credit Union League, an association of all credit unions in the state, has been formed, and its main object is for better credit unions and more of them.

ANOTHER WORD ON SAVING

You may remember that when Noah was building his ark the neighbors laughed at him. They were quite sure that something had gone wrong in his head.

But, as you will also remember, Noah paid little attention to his critics. He went right on with the job of building his ark.

Later, when it rained for 40 days and 40 nights, Noah was able to say, "I should worry."

Modern men and women who have the wisdom of Noah are the ones who save money. In spite of the laughter and jeers of their friends who call them tightwads and who point out to them how much fun they are losing, they go ahead calmly saving money that will be of use to them when old age creeps in upon them or when some great emergency arises.

Don't be afraid to be a Noah.

* * *

A Boston business man told a friend the other day that he advertised for a janitor and was surprised at the number of men who wanted a job at $20.00 a week. One of the applicants admitted he was 52 years old and needed work right away because he had no money saved. His story was, and proved, that when he was young he had received good wages but not once during that time had the thought of saving entered his mind. The result was at the age of 52 he was without a cent and looking for a job that would pay him $20.00 per week and keep himself and his wife from starving.

Repeatedly we have brought to your attention what would be the result of saving and there is not a man living—no matter what his wages may be—who cannot save (provided he makes up his mind) toward his old age. We are all going to be old some day and unable to work. Some may pass away or be unable to work, due to an accident, sickness, or other causes, at an earlier period in life than we think for at the moment, which means that we force ourselves and our families to become dependent upon others. Is this fair to oneself or family?

We again bring to your attention the following table of what savings in cooperative banks of $1.00 up to $25.00 per month will amount to beginning at the age of 22.

	1	2	3	4
Per Month	*Will at the Age of 34 Amount to*	*Additional at Age of 46*	*Additional at Age of 58*	*Total*
$ 1.00	$ 200.00	$ 400.00	$ 800.00	$ 1,400.00
5.00	1,000.00	2,000.00	4,000.00	7,000.00
10.00	2,000.00	4,000.00	8,000.00	14,000.00
15.00	3,000.00	6,000.00	12,000.00	21,000.00
20.00	4,000.00	8,000.00	16,000.00	28,000.00
25.00	5,000.00	10,000.00	20,000.00	35,000.00

If one does not care to save through the cooperative banks there is, of course, our Neponset Credit Union, the savings banks in Norwood and Walpole and the other communities where one may live. Bird & Son, inc., have made it very easy for every employee to save. All you have to do is to request the paymaster to deduct from your weekly or monthly wages the amount you decide upon and deposit it for you in whatever way you decide.

If you are not clear in your own mind just what you want to do talk it over with the Labor Bureau, or with H. H. Miller, Treasurer of Bird & Son, inc.

HO! YE GARDENER, HOE

Now is the season when "us gardeners" must fight for the life and the liberty of our gardens and for our own enjoyment of succulence.

Solid phalanxes of knot grass, smart weed, and bitter sweet, flanked by legions of rag weed and witch grass threaten a surrounding movement. We must up betimes and arm ourselves with the trusty hoe, keep everlastingly on the job, else we shall find ourselves miserably engulfed in an inglorious capitulation.

SCOUT NOTES

GIRL SCOUT NOTES

The girls are very grateful to Miss Leavitt and Mr. Frank Fisher, who helped them in their work this month. Miss Leavitt explained and demonstrated some "First Aid" matters and Mr. Fisher gave a very interesting talk on Fire Prevention.

The Food Caravan, held on June 17th, was a financial success, but the girls were unable to supply the demand. Mr. Kimball and Mr. Littlefield furnished the trucks, and our many friends around town donated the food.

Work on the Second Class Test is progressing rapidly, and the girls hope to finish it while they are at camp in July.

Captain Leonard is planning to attend the camp for Captains at Plymouth for one week in July. The balance of the summer she will spend at her home in Osterville, except for a short trip to Bermuda in August.

Miss Florence Handy of PN will assist Lieutenant Smith with the Scout work in Captain Leonard's absence.

The East Walpole Boy Scouts secure great benefits from their membership in the Old Colony Council of Boy Scouts, such as supervision by the Scout Executive, Mr. Duncan MacKellar, and the use of Camp Manomet at Plymouth; but it costs a considerable amount of money, and this, with other expenses, makes it necessary for us to raise for 1922 expenses not less than $500.00.

Last year by a similar appeal we raised almost $500.00. This year let us make it just a little more than $500.00.

Make a check payable to East Walpole Council, Boy Scouts of America.

Yours very truly,

P. H. Bailey.

G. R. Wyman, President, P. H. Bailey, Chairman Finance Committee, B. D. Rogers, Secretary, C. S. Bird, C. S. Bird, Jr., P. R. Allen, L. E. Vose, W. E. Sumner, A. C. Jones, J. A. Lynch, J. E. Smith, R. K. Bullard, S. B. Montgomery, W. F. Donahue, W. F. Carberry.

Panoramic View of Bird Pond from No. 1 Box Shop. A more beautiful spot is hard to find.

BOY SCOUTS OF AMERICA

East Walpole Council Raising Funds for 1922

Every dollar contributed to the Boy Scouts of America is a dollar invested in the American Citizenship of the future. The finance committee, who have the interests of the boys of East Walpole at heart, are sending this letter to a selected list of fellow townsmen, believing that everyone who is in sympathy with the Boy Scout work will make a voluntary subscription.

If everyone will contribute his bit, the East Walpole Boy Scout work can continue its activities and increase its present membership, which now numbers about twenty-five boys.

On account of the generous aid given last year, the East Walpole troop is thoroughly organized under experienced and competent scout masters, has the use of the Bird Club gymnasium, and belongs to the Old Colony Council of Boy Scouts, which includes most of the towns between here and the South Shore.

BOY SCOUTS ENTERTAIN GIRL SCOUTS

On Friday evening, July 5, the Girl Scouts, Troop 1 of East Walpole, accompanied by their Captain, Miss Welthea Smith, were the guests of Boy Scouts, Troop 1 of East Walpole, at an informal "get together." Numerous games and contests afforded much delight to both troops, and were entered into heartily. Both troops were much pleased when Mr. B. D. Rogers appeared and spent the evening with them.

Scoutmaster Nils Lindequist was unable to be present. However his assistants, Arthur Massey and George Appleton, were on hand. After refreshments and cheering the party broke up happily.

CUT FELT

Fair Quality . . . . .20 per lb.

There is a good supply of this material in SM and it must be moved. If you are interested get in touch with Stores at once.

Notes from the Plants and Offices

MAIN PLANT

George Stone, DMC, has become a home owner within the past month.

Louis Verocchi, of No. 2 Paper Machine, has been busy acknowledging congratulations since his recent admission into the ranks of the benedicts.

Francis J. Curran is now a member of the Main Mill laboratory force.

Professor Jack O'Donnell is the proud possessor of a Raymond special suit with buttons on it and everything. He took a party to a beach the other night and was unfortunate enough to get caught in a shower. On arriving home, he feared the suit would shrink if worn out in the rain, so he removed the suit, left it in the car in the garage and proceeded home "a la mode." This may account for some of the strange things one sees late at night in East Walpole.

Looking Northwest from the Chimney
New Pond in the Distance

John Clancy says he can't sleep since he moved to his new home on Washington street but he'll soon get used to the traffic.

We are glad to hear that Grace Hathaway is convalescing after her operation at the Carney Hospital.

Howard Parker of Islington is doing vacation work in PN.

Edward E. Brown of North Attleboro has taken a position in PN. He has joined the commuters.

We all miss Tommy Morris, who is taking his vacation.

We're glad to have Jim Kivlin with us for a short time as substitute in PMN.

Now that Mr. Sumner has run his first 500 miles, he is ready to demonstrate what that new Buick can do.

Who said Tommy Morris was a gardener? Tommy planted some green peas, but to his amazement, flowers came up.

Wanted: Bids to cart potatoes. All entries must be in to Jim Kivlin by August 1. Jim expects a bumper crop of spuds this year and would like 4 or 5 trucks to take care of the product.

Little question for today: Who jacked up Bob Morse's Ford?

Jim Houlihan and Tom Lavin spent the holidays at Nantasket Beach visiting friends.

Tom Lavin almost went to Ireland the other day when he went to Boston to see a friend off. He had to think twice before he could decide whether he was "agoin' ashore" or not.

MAINTENANCE

Jack Sullivan, EMY, is the proud owner of a new home on Beach street.

Hugh Wallace is filling the position of messenger in the Maintenance Office during the summer months.

Timmins of EF has returned to his drawing board after spending a week's vacation at Orange, Mass. The Buick was with him too.

C. W. Conrad and family are summering at Lake Archer.

H. A. Wentworth went visiting his old home in Bangor, Maine, over the 4th. Harry made great time in his Hudson—10 hrs., 5 3-5 sec., each way. He brought back a 11 1-2 lb. Penobscott River Salmon.

We understand that Marsh Grant has been tendered the position of official speed demonstrator for the Hupmobile Co. All Packard owners take notice!

Everybody was sorry to learn of the death of our genial boss painter Jesse Gay. His witicisms will be missed for Jesse could turn gloom into sunshine.

No. 3 truck is resplendent with a new coat of paint. We understand that Matson and Sullivan are to get new garb to harmonize with the color scheme.

Ed Bonham has returned to work after a pleasant vacation spent at home. He made the trip by motor cycle.

We understand that Jack Countway is now sporting a new Essex car. Jack Smith had better look to his laurels.

Jack Smith has discovered the shortest route to Somerville. We understand he has signed up with the A. L. A. locating new routes.

We might suggest that Traffic signs throughout our mill yards be observed a little more carefully. There has been some careless driving of late.

Timmy Cullinane has been doing some deep sea diving in the Neponset river. Diving for lead nickels dropped in by Adam Bock.

Sam Kay has purchased a new Essex and took a tour up to Keene, N. H., over the holiday.

You should have seen Dave Regan at the wedding. Lemonade suit and everything.

When Tim Cullinane gets the new Studebaker watch the dust fly.

JESSE GAY DEAD!

That was a shock, for it was but a few days ago I talked to him about old and new days.

It is sad to lose an old friend, an honest and faithful worker, and yet he is at last out of pain. He has suffered more than any man I know and yet he stuck to his job—at times when he must have been in real agony.

Jesse was an interesting character of the old school. Our yard will never look just the same now that he is gone.

May his soul rest in peace!

—CHARLES S. BIRD.

NORWOOD PLANTS
BUILDING AND ROOFING NOTES

Our office cat is past recovery, Bassett and Morgan attended the last sad ceremony. Mr. Geraghty says the next cat must come from the old country where they are not afraid of guns.

Granville Baker has returned from his vacation. He says it rained in Westwood about every day. He was intending to pick blueberries but found the bushes under water.

We certainly are having some truck business at FB. You can find several there most any time. One day recently (June 30) 35 trucks had been here before 1 o'clock, and for the entire day over 50 trucks were loaded at our shipping door for the following points (some points sent

more than one truck): Wakefield, Ludlow, Wellesley, Needham, Concord, Waltham, No. Abington, Lawrence, Norwood, Billerica, Cambridge, Walpole, Randolph, So. Boston, Newton Highlands, Avon, Neponset, Middleboro, Maynard, Westboro, Mattapoisett, Gleasondale, Marblehead, Mass.; Hooksett, Contoocook, No. Hampton, Cotton Valley, E. Barrington, Milford, N. H.; Centerville, Central Falls, Pawtucket, R. I.; Kennebunk, Wells Beach, Me.

Mr. Robinson, who has had charge of the stills for blowing asphalt, has returned to the Beacon Oil Co., and Robert Roy is now in charge. These stills are a very important part of our plant and we all congratulate Bob upon his promotion.

Our attractive new drinking fountains are much appreciated. They are neat and clean looking and a drink of ice cold water on a hot day goes to the right spot.

Jimmy Sword, our night machine foreman, is enjoying his vacation touring in his slick looking motor car.

Herbert Smith, FBV, is spending his vacation on the Maine coast. We all know what a talker Herbert is, but, look out for fish stories when he returns. He will probably enumerate from sardines to whales.

Why doesn't the flag fly from the good-looking staff in FB yard?

Raymond Call, of the Repair Gang, has been busy acknowledging congratulations since the stork left a 10-lb. baby girl at his house.

We are all sorry we "kidded" Clyde. We did not realize his condition till we noted the number of times his name has been on the casualty list in the Emergency Room. It really seems that the only times he has not figured in it has been the days the mill was down or he has been out. Cheer up, old top, your luck will change some day, and even if it doesn't, you will get used to it.

FLOOR COVERING

J. M. Goodwin has a new way of spelling Buick. Ask him or Sutherland.

Wadsworth came back from two weeks down East looking the better for it.

Huggard is on a business trip to New York and Philadelphia.

Guess! Which foreman has to disarm his crew?

Everybody around here who ever saw the inside of a college, either went to a commencement celebration in June or hankered to.

Your correspondent had the pleasure of watching the wallop that Tufts gave Harvard on June 17. A very thrilling game.

We are glad to welcome Lyman Vander Pyl who has joined Frank Maguire's laboratory crew.

The new awnings on Mr. Lines' office and the Emergency Hospital add much to the attractiveness of the building and to the comfort of the two rooms.

Suggestion for getting rid of moths, millers, bats, owls, night hawks and other insects that are partial towards spending a night, week end or vacation in the FF ovens.

If a piece of our new shiny floor covering is placed near a bright light the aforesaid insects will dash in through open windows with such speed that when they strike floor covering mentioned above, broken backs, broken necks and fractured skulls will result.

By having a hopper directly beneath said floor covering and piping direct to mechanical stokers or grates, the fuel question will be solved for the summer months while the strike is on.

Will V. Irving win the 100-yard dash at the Bird Club Carnival?—Yes, if Mick is on the side line. Sutherland will need telescopic glasses.

JAMES FRAZER

On June 22nd, James Frazer, who was employed here for many years, died at his home on Washington Street. after a long illness. Mr. Frazer had been employed in several departments at the Building, Roofing and Floor Covering plants, and at the time that he was obliged to give up work because of ill health, he was foreman of the Undercoat Department. He is survived by a widow and four children.

They wonder who I am,
They wonder what I'm at,
They wonder who I'll hit at next—
Guess again—(signed) Jerry the Office Cat.

They blame it on to this one,
They blame it on to that,
They say I may be so and so,
But I'm only the office cat.

Chorus:

I'm only the office cat,
You'd better let it go at that;
My name is Jerry
So what's your worry,
For I'm only the office cat.

—JERRY THE OFFICE CAT.

MAIN OFFICE

We are glad to welcome several new members to the office force this month:—Frederick M. Bundy, Floor Covering Sales Correspondents; Eleanor Gallagher and Hannah Flavin, Floor Covering Sales Records; Herbert Schaier, Cost Accounting; Helen M. Walsh, Comptometer; Helen Kornetz, Building and Roofing Sales Records; Mrs. Nancy Douglass, Stenographic; Agnes MacBride, Files. Claire Higgins, who has been helping afternoons during term time, has joined the regular staff in the Building and Roofing Sales Records.

Members of the Rand Company photographic staff came out one noon recently to take pictures of the Rand equipment used in our Stores Accounting Department. Photographs of their equipment in use are put in sales bulletins which they issue from time to time and which are sent to all parts of the United States and Canada. Because of the wide distribution of the bulletin, only photographs of equipment in nationally known concerns are used.

Ethel Cook of the Accounting Department Working at the New Rand Cabinet

There are several substitutes in the Main Office who are to carry on the work of regular clerks on vacation. Hazel Underwood, Credit Department; Helen M. Campbell, Statistical, and George Thayer, Cost Accounting.

Mr. Louis Tarr has been given charge of the General Books Division of the Accounting Department, in place of Mr. Stull, who recently resigned. Mr. Springer is now in charge of the Cost and Stores Accounting Departments, with Howard Whitney in direct charge of the Cost Accounting Division.

Nimrod Olsson, formerly of the Accounting Department, is successor to Robert H. Kimball as dealer in Neponset Floor Coverings, Rugs and Rug Border. Any employees desiring floor coverings for their friends may obtain very reasonable prices on either A quality or remnant goods. A salesman may be reached at Walter Whittier's old store.

Since John Dolan acquired his new house in Walpole he has become expert at ripping wall paper off the walls, and, as for painting, well, maybe there are people who can do a classy job at renovating a floor, but John has his doubts.

"Bob" Shedden is the proud owner of a Buick coupe. He sold his Ford to West of the Accounting Department. Verily, the ways of friendship are strange.

Mr. Nash, of C. A. Nash and Company, our dealers in Norfolk, Va., was a recent visitor.

Cards have been received announcing the marriage of Irene Jones, formerly of the Sales Department, to James Murphy of the Home Building Company, Portland, Maine.

"Bill" Murphy thinks that sometime he may have an automobile so he proceeded to acquire an operator's license the other day. Preparedness is Bill's motto.

The general verdict seems to be that Bill Hale's new Cadillac is "some boat," and the emphasis on the *some* makes it contain all the superlatives in the dictionary.

Under the capable tutoring of Bill Hale, Ed Murphy is learning the difficult art of sending a golf ball in—oh—well, you see Ed hasn't acquired the proper costume yet so he isn't publishing in what he does it.

A party of Main Office girls enjoyed the holiday at Genevieve MacWhirter's new camp at Swift's Beach.

Following the custom in the Sales Department where they reverse the usual procedure, Walter Dolan treated the crowd on his birthday.

Some of the "old timers" in the office will be interested to know that Margaret Barrett, formerly of the Accounting Department, became Mrs. Fitzgerald on June 19.

In a stiffly contested tennis battle, Mr. Bailey and Mr. Allen defeated Mr. Buell and Mr. Floyd recently.

VACATIONS—WHERE THEY WENT

Warren Sumner—week-ends at Onset.
Harold McNeeley—St. John, N. B.
John Curran—Old Orchard, Maine.
John Burke—Old Orchard, Maine.
Robert Morse—Old Orchard, Maine.
Wm. F. Score—Scituate.
Joe Sheehan—Week-ends at Hampton Beach.
Axel Anderson—Week-ends at Onset.
Edith Jonah—Girl Scout Camp at Milbury.
Catherine Mack—Bristol, N. H.
Miss Willis—Conn.
Phyllis Webb—Wareham.
Margaret Concannon—Ogunquit, Me.
Sabina Costello—Monhegan, Me.
Mary Foley—Barnstable.
Margaret Brimner—Barnstable.
Helga Peterson—Hyannis.
Nelson Eldred—Auburn, N. Y.
Mr. and Mrs. Robertson—Oak Bluffs.
Kate Dehey—Hinsdale.

PHILLIPSDALE

Do You Remember—

When the present site of the Mill was a Pine Grove?
When we had the old flat Screens?
When we installed the new Bird Screens?
When we had the old Cutting and Sorting Room?
When we installed the new Rag Cutters and the new Sorting Room?
When we had to wheel coal up a run to the Coal Bunkers?
When we installed the coal conveyor?
When we had only the old horse and tip-cart around the yard?
When we employed about sixty-five men in the yard?
When we had the old wood chests in the Beater Room basement?
When we had to wear rubber boots to walk through the basement?
When we installed the cement chests?

Pat Lynch says that he remembers when Andy Volstead had the Prohibition Law passed and he will never forget it. Jimmie Casey says, me too, Pat, and Casey keeps on eating.

I suppose all you ladies and gentlemen know Jimmie, our paint brush artist. If not you can meet him in the Beater Room basement. He will be there all summer and perhaps part of the winter. There is some speed to our Jimmie.

Mr. and Mrs. Henry Roy and Family, 5 boys and 4 girls
Mr. Roy is Tour Boss in DPC

John Devaney, of DPG, has been wearing a very broad smile of late and it has just leaked out that John found a ring in a Bag of Sweeps and was offered twelve dollars for it, but John refused to sell. Keep your eyes open, girls, and perhaps some of you will find a diamond and then you can bluff the boys right.

Notice to Automobile Drivers

Be sure to keep to the right hand side of the road coming and going from the Mill, for Miss Maguire will want all of the other side of the road when she comes along in her New Ford Sedan, and we will not hold her liable if you lose a wheel or two.

We would like to ask the girls of DPG what the attraction is over by the pond. All your eyes seem to be cast that way. Answer in the next issue of the *Review*.

JESSE GAY

Jesse L. Gay, one of our best known and most popular workers, died suddenly from heart trouble, Monday morning, July 3. He had been ailing for some time, but neither he nor his friends realized that the trouble was serious. He was on his way to work when death overtook him.

Mr. Gay was born in the West sixty-four years ago and came to Walpole when he was twenty years of age. He had resided here ever since. For several years he was associated with his father in the painting business. For the past twenty-one years he has been employed here as foreman painter. He was a member of Manchester Unity Lodge of Norwood. He is survived by his widow, his mother, one brother and one sister, Mrs. Addie Morse of Norwood.

Funeral services were held at his home North Main street, at 2 p. m., Thursday, Rev. Paul A. Callender officiating. Interment was at Norwood.

A great profusion of beautiful flowers bore testimony to the esteem in which he was held. His cheery smile and pleasant word will be missed by many, for few men are as fortunate as he was in attracting and holding that sacred thing called friendship.

AIME BEDARD

All the paper mill men, as well as others throughout the plant were saddened by the recent death of Aime Bedard at the home of his brothers in Pawtucket, after a long illness. Mr. Bedard was for nearly 23 years a beaterman here, and was also a partner in Dine & Bedard's bowling alley.

FLOOR COVERING AND BOX SHOPS TIE FOR HONORS

Both Have Perfect Records

Building and Roofing Takes Bad Slump

The Floor Covering plant (FF) at last made a perfect "No Accident" record and this month shares the Safety Banner with the Box Shops (FX 1 and FX 2).

Standing

	No. of Emp.	Accidents	Days Lost	Standing
FF	188	0	0	1.000
FX 1 and 2	179	0	0	1.000
DM	240	1	1	.987
EM and ER	141	2	14	.909
FB	268	7	59	.818
	1016	10	74	.943

The Main Mill (DM) nearly came through with a clean record, but someone left a nail sticking up from a board in DMC and Charles Mackawicz stepped on it and lost one day.

Power and Steam (ER) had no accidents, but the Maintenance Department (EM) spoiled their chances when Edward Carlson (EMW) was hit on the elbow while sawing out wedges, and again when John Manley strained his side.

At the Building and Roofing plant (FB) the accidents were more numerous than at any time since the contest started nine months ago. In all, seven accidents occurred, four in FBV, two in FBP and one in FBK.

Axel Erickson (FBK) and Thomas Shaughnessy (FBP) neglected small injuries which became infected and meant lost time.

Felix Koeder (FBP) and Severino Marinelli (FBV) strained their backs.

Dominico Di Filice and Albert Blanchot, both of FBV, were hit by falling rolls while storing them away; and Felix Carlson (FBV) started his jitney while in gear and was pushed against a pipe, bruising his leg.

Just look these accidents over. Every one was caused by thoughtlessness or carelessness on the men's part. Let's Be Careful.

FX 1 and FX 2 Lead for Six Months 1922

The standing of the plants for the first six months of 1922, January 1st to June 30th, is as follows:

	Av. No. Emp.	Accidents	Days Lost	Standing
FX 1 and FX 2	179	3	13	.922
EM and ER	142	4	38	.796
FB	252	18	237	.346
FF	189	8	296	.094
DM	236	14	381	.050
Total	998	47	965	.552

The Box Shops are considerably in the lead for the year, while the Paper Mill and Floor Covering plant are away down; in fact, the bottom will entirely drop out of their standing if they don't watch out.

Safety Committee

DO YOU REMEMBER?

When the shipping was done on the stock shed tracks by a car running up a trestle from the shipping room?

When the iron smoke stack fell over onto No. 1 Engine Room?

When the coal came in a small dump car by train load?

Coming home from the Paper Makers' dance, the morning of February 2, 1884?

When Professor Smith carted cartridge stock with an old white horse from the Main Mill to Frank Morse's mill to be pulped?

When Tom Maguire worked on the farm in North Sharon?

When Jack Smith took care of George Park's horses?

When the Main Office Looked Like This?

When Bill Landy drove a grocery team for Phin. Coburn?

When August Hilderbrandt drove a milk wagon for Charlie Gould?

When the flag pole was where the railroad station is now?

When the Main Office consisted of one room in front and a back room where the mill supplies were kept?

When the carpenter shop was in front of the Mill Office about where B hydrant is situated?

When Dick Morse pastured his cows where No. 4 and No. 5 machines are now running?

DONT'S FOR SWIMMERS

DON'T—Swim on a full stomach. (Wait until at least two hours after eating.)

DON'T—Swim if over-heated.

DON'T—Continue swimming when exhausted.

DON'T—Swim if you have heart trouble.

DON'T—Dive without accurate knowledge of the depth of the water.

DON'T—Struggle if caught in a swift current or undertow. (The force of the current will bring you to the surface.)

DON'T—Wade into the water with the arms above the head. (You will not be ready to stroke if you step into a hole.)

DON'T—Lean backward when wading into the water. (Always be ready to fall forward.)

DON'T—Fight or struggle to swim if you swallow water. (Clear the windpipe of water first.)

DON'T—Cry for help in fun. (You may some time need help, and not get it.)

DON'T—Go in swimming alone, unless you are an expert.

Cut this out and paste it on the wall of your summer cottage or camp. It will serve as a constant reminder of "safety first" principles.

CHICAGO NEWS

"WINDI-CITI-ITES"

We were all very agreeably surprised this week to have Mr. C. S. Bird, Sr., visit us here at the plant together with his brother-in-law, Mr. Child. It has been two years since Mr. Bird has honored us with a visit and we trust his future visits will be much more frequent. He enjoyed, as he always does, in taking in everything from "cellar to garret," in fact he didn't stop at the garret but reached the roof. He was interested in the changes that had taken place since his previous visit. While here Mr. Bird met Mr. M. A. Garrett who was one of our first office managers in the old Chicago Office. Mr. Garrett is now in business for himself and is past the three score and ten mark.

Mr. Hird has returned from the Prepared Roofing Manufacturer's meet-up in Atlantic City, and also a visit to East Walpole. He reports that business appears to be traveling in a steady line in the East.

Henry F. Morman, Chicago Chief Engineer, with Mrs. Morman and Their Children, Five Boys and Five Girls

We enjoyed a visit from some of the members of our Floor Covering Sales Office last week. Their only "kick in life" was the fact that they cannot get Floor Covering enough to fill orders.

"Doc" Thurston, our chemist, has earned the "Doc" from his ability to fix up cuts, burns, etc., in A-1 style.

There has been some great tennis played in the doubles tournament so far and another week should clean it up. Then the singles start. It surely has seemed good to see some of the old timers get their racquets out and get into the game. Tennis is by no means a young man's game and as Mr. P. R. Allen once remarked, "A man should play tennis until he is sixty and then his mind can turn to golf."

B. H. Roberts recently returned from a visit to the American Asphalt Roofing Plant at Kansas City. He reports that their Blowing Plant is "there" in many ways.

Although it has not rained here now for two weeks yet reports of crops are good, berries and cherries have ripened fast and even haying has started. A farm is a busy spot these days.

Remember that a grape fruit is only a lemon that saw its chance and made good.

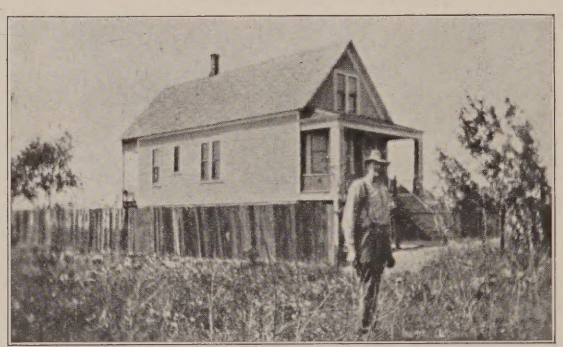
HOMES ABOUT CHICAGO

(We are sure this article by Mr. W. W. Wilson will be of much interest to our readers, especially those of us who live around East Walpole and Norwood, when we consider the price of homes and the rents that are charged.

Although there are many new apartment buildings, two flats and bungalows that have been built this spring and are still being erected here in and around Chicago, yet rents are still kept at a high level. Many of these houses which are all brick are put up to sell. These are built on lots with a frontage of 30 to 50 feet averaging between 35 to 40 feet and running 120 to 150 feet in depth. They contain from 4 to 6 rooms with bath, both the two flats and bungalows. The two flats sell for $13,500 to $18,500 according to location, while the bungalow (one family type) sells for $7,500 to $16,500 according to location and finish.

As for rents, the two flats without garage, most of which have 5 rooms and a sleeping porch, rent for from $75 to $100, while those with a garage rent from $85 to $110. It is rather the exception to be able to rent a bungalow. Of course there are cheaper places in some sections the like of which may be found in the crowded parts of Boston. These as a rule are small wooden framed houses with few facilities. In the large apartment buildings two rooms and a kitchenette and breakfast room rent for $55 up to $75 with additional rooms to an apartment jumping the rent $20 for each room.

It is surprising the number of people who have bought or who are paying for a home in and around Chicago. For instance, in Beverly Hills which is out in the southern section of the city it is said that over 90% own or are paying for their homes, while in other communities it runs even higher. Many folks commute to their homes out 20 to 30 miles from the Loop (the business district of Chicago) because of the numerous railroads with frequent train service. A distance of 20 or 30 miles is thought little of hereabouts.



Louis Droege, Head of Chicago Cleaning Crew Standing in Front of His Home

There are in a few sections of Chicago house lots on which the owners have put up double brick garages only and have these fitted up with light, water, etc. and are living in these until they can save or borrow the money to build a house on the lot. These double garages with a concrete floor with facilities may be erected for from $1500 to $2500.

Considered as a whole rents and the cost of homes are to the writer's mind higher here around Chicago than they are in the East. Lots sell for from $30 up per front foot depending altogether on location. These lots run in depth from 120 to 150 feet. Some are longer, but youpay accordingly.

—W. W. W.

BASEBALL

The baseball season is well under way and if the weather man just remembers how important it is to have the sun shine on Thursdays, the race is bound to get more interesting from now on. The Main Mill is working hard to capture the pennant, but the other teams are planning to give them a fight.

The standing to date:

	Won	Lost	Per Cent
Main Mill	5	1	.833
Main Office	2	2	.500
M. B. A.	0	4	.000

June 15, 1922

When it was found that the Norwood Plants were unable to pick up a full team this year to play in the Twilight League, someone suggested that the Mutual Benefit Association start a team. This team was organized on June 15, 1922 and gave the Main Mill team the best chase for honors it has had so far this season. The team perhaps is not the strongest in the League, but it is bound to cause the other two teams a good deal of worry before the season is over. The score:—

								R
Main Mill	4	2	0	0	1	2		9
M. B. A.'s	4	2	0	0	1	0		7

Home runs: Martin; Two base hit: Fisher. Umpire, O'Brien; scorer, Holland.

June 26, 1922

The Main Mill had the Office swamped all the way through the game. They scored every inning except the first one and held the Office down to two runs. Hall pitched excellent ball for the Office, but lacked the backing that makes a good game. Fred Duncan was too much for the Office sluggers and held them to four hits. The score:—

								R
Main Mill	0	1	1	2	1	0		5
Office	0	0	0	1	0	1		2

Three base hits: F. Duncan. Two base hits: Mattson, Eppich, Higgins and Campbell. Umpire, Walsh; scorer, O'Donnell.

June 29, 1922

In their second game the M. B. A.'s received more than their share of the bad breaks and lost to the Main Office, nine to four. Flowers pitched for the M. B. A.'s and got himself in a lot of bad holes by walking men and then pitching his head off to get out again. The score:—

								R
Office	0	2	3	1	3	0		9
M. B. A.'s	0	1	1	0	2	0		4

Struck out by Flowers: 5, by Hall; 4. Base on balls off Flowers: 5, off Hall: 2. Umpire, O'Brien; scorer: O'Donnell.

July 6, 1922

There is not much to be said about this game. The Main Mill had every one of their nine sluggers at work in the fifth while Higgins got two hits and F. Duncan a walk and a hit. Martin came across in the first inning with the hit that saved the M. B. A.'s from a whitewashing. Higgins started off wild as a hawk by walking Smith the first man up and Donovan the third man up, then Martin connected with a fast one and scored Smith. The score:—

								R
Main Mill	0	3	0	0	9	0		12
M. B. A.'s	1	0	0	0	0	0		1

QUOITS

Quoiting has proved a big success at No. 1 Box Shop and every noon we see a couple of ring tossers with their respective rooters trying for the honors.

The grounds at Herbert Cobb's place are by far too small to accommodate all the enthusiastic quoiters who crowd the place practically every night. Plans have been made to make grounds near the old band stand on Walcott avenue which will accommodate sixteen players at one time.

TENNIS

The month of July bids fair to be a busy one for the tennis players. The three courts on Walcott Avenue are all in first class condition. This season is the first that the third court has been needed.

A new line of pipe has been laid at the Bird Club court, so that court now has a bubbling fountain which will add greatly to the convenience of the boys.

Final arrangements have been made by the Tournament Committee for the Annual Silver Plate Tournament. It is hoped that this will be played off by August 15th, so that a doubles tournament may be started and finished this season.

1922 TENNIS CLUB TOURNAMENT

The Tournament Committee has made drawings for the annual Silver Plate Tournament as shown on the list below.

P. R. Allen, M. Mason; H. W. Dixon, D. G. Head; A. H. Chamberlain, W. B. Rogers; Wm. Maxwell, E. H. Coleman; H. E. Sawyer, R. B. Wadsworth; R. G. LaFountain, W. S. Jackson; J. P. Dolan, D. A. Chase; John Foster, R. Shedden; R. C. Floyd, B. D. Rogers; A. C. Buell, N. E. Olsson; S. F. Martin, B. O. Way; A. W. Mellin, P. N. Hills; Arnold Grover, J. F. Maguire; P. H. Bailey, F. M. Bundy; C. H. Andrews, R. W. Westcott; J. B. Maguire, S. B. Montgomery.

Please get in touch with the man you are matched against and arrange to play so that the play may go along smoothly.

The committee has voted to live up to the dates set and cancel any matches not played or forfeited on dates mentioned. If you are unable to play or cannot get in touch with your opponent notify A. W. Smith at Labor Bureau

In any case winners should post results of matches on sheets at Tennis Courts and in Main Office and also notify Labor Bureau.

Rules for Tournament

1. All matches will be decided best two out of three sets.

2. Each match should be refereed when possible by someone chosen by the two players. However, if no third party is obtainable, the match may be played without a referee, providing both players are willing.

3. Matches in the first round must be finished by August 1, 1922; those in the second by August 10; those in the third by August 17; and those in the semi finals and final by August 27.

4. Matches not played within the time set shall be defaulted.

5. Scores will be placed on the chart on the bulletin board upon completion of match.

Committee: A. H. Anderson, D. A. Chase, J. B. Maguire.

TIOT LUNCH NOW ON WALDORF SYSTEM, INC.

Tiot Lunch located in the Post Office Block, East Walpole Square, which has been operated for the past three and a half years by C. S. Bird and later by the Walpole Home Building Co., Inc., has recently been leased to the Waldorf System, Inc.

This lunch room in the future will be operated along the same lines on which the Waldorf lunches are managed in Boston and other cities where this company operates.

The Waldorf System, Inc. are now operating over one hundred lunch rooms throughout New England and New York and other states, and with their almost national reputation, East Walpole can be assured of having a first class and up-to-date lunch room.

The buying ability of such a large corporation as the Waldorf System, Inc., their methods of inspection, and thorough study of the feeding problem, enable them to furnish food at a lower cost than the individual running a single lunch room.

Mr. S. J. Llewellyn, a superintendent of the Waldorf System, came to East Walpole on Thursday, July 6, with several assistants, who have made some changes and installed plans and methods as carried on by the Waldorf System in their other lunch rooms throughout the country.

No doubt, most of the people of East Walpole are well acquainted with the Waldorf System lunch rooms in Boston, so that very little advertising will be necessary to assure them that they will find the best of food and service at the Waldorf Lunch, East Walpole.

The Samoset House, Recently Re-opened Under New Management

WALPOLE HOME BUILDING COMPANY NOTES

The addition at the rear of the Post Office Building has been completed and adds considerable floor space to the Post Office. The need for increased floor space at the Post Office indicates the growth which has been made in the business of the East Walpole Post Office.

The Walpole Home Building Co., Inc., has painted the Samoset House and will also paint several other houses and buildings owned by the company this summer.

Miss Marion Smith, who has been employed for the past two years in the office of the Walpole Home Building Co., Inc., as stenographer, has finished her services at that place and is succeeded by Miss Mary Shergals of Norwood.

Mrs. Frances H. Lovejoy, whose home is in Portland, Me., and who has managed the Tiot Lunch for the past eight months, has now left East Walpole to open her tea-room at Provincetown, which she operated at that place last summer. Mrs. Lovejoy was very successful in her management in the Tiot Lunchroom and will be very much missed by her patrons of the lunchroom and by many of her friends whom she made while living here in East Walpole.

Arthur C. Jones, principal of the Bird school, will occupy the house at 135 Pleasant street which was recently vacated by E. M. Lines who has moved to Dedham where he purchased his new home.

Herbert Croker, an inspector at the Paroid Mill, who has been living in Attleboro, has recently moved to East Walpole and is occupying the house located at 39 Rhoades avenue, East Walpole.

Walter Errington and family have moved from Ayer Junction to Norwood and are occupying a house belonging to the Walpole Home Building Co., Inc., located at 2 Sumner street, Norwood. This house has recently been renovated and repaired so that it is greatly improved.

Hugh Rooney, a Bird & Son employee, now occupies half of a double house located at 55 Washington street, East Walpole. Mr. Rooney moved here from Norwood in order to be nearer his work.

Neponset Review

AUGUST, 1922

VOL. X. NO. VIII.

SECOND BIRD CLUB CARNIVAL

BIG CROWD — GOOD WEATHER — ATTRACTIVE FEATURES

ALL SET FOR THE POTATO RACE

Rain from Providence to Wrentham and from Boston to Dedham, and we escaped. Wouldn't you call that luck?

Our second Annual Carnival was attended by approximately 2500 to 3000 people on July 22nd, at the East Walpole School grounds; and, judging by the comments we heard all around us, it was a huge success.

The gross receipts were in the neighborhood of $2500, and it is estimated, when all the bills are in, we will have cleared a little more than last year, which is going some.

The grounds were put in order by Fred Duncan and his very able bunch of assistants on the Grounds Committee, who did excellent work in mowing the grass, erecting the stage, putting up the electric lights, moving the piano from the Bird Club and setting up the gate booths. They were on the job every minute and deserve a great deal of credit.

Great anxiety was felt by James B. Maguire, Chairman of the Midway Committee, when he arrived at the field about 11.30 a. m. and found

First Prize
Mr. Wyman Calling for Customers
Taken by Dave Heylin, FXC

that the midway booths had not arrived. By noon he was tearing his hair and an extra telephone operator was needed to relay the messages he passed out every few minutes till 1.00 p. m., when the missing truck put in an appearance. Trouble on the road was given as the excuse. The men made up for lost time, however, and by 2.00 p. m. all the booths were up in a manner that was a credit to the Midway Committee.

Jim certainly did pick a bunch of live ones, and from the sounds we heard and the results obtained, old P. T. Barnum must have felt he missed a whole lot by not waiting to look our barkers over before he died. Both men and women on the committees displayed great enthusiasm and entered into the spirit of the day in excellent manner. Monty says we have a great many salesmen in other departments than the Sales. (P. H. Bailey please take notice.)

There were eight booths in all on the Midway, and a balloon man besides: rugs, candy, cane toss, dart game, dolls, basket, silverware and electrical goods. Among the articles in the electrical booth that attracted a great deal of attention were the desk and boudoir lamps which were very useful as well as very attractive. The silverware display also came in for much favorable attention.

Our genial mill superintendent, Steve Smith, and his well-trained band of co-workers, did excellent service in the refreshment tent, and sold out everything they had. We heard a rumor that there is a possibility of their taking up this work as a profession and that they are open to engagements. The Bird Club would certainly give them a bang-up recommendation.

The Sports Committee, with Ed. Murphy as chairman, started things off with a flourish in the afternoon with a well arranged program, as follows:

Sack Race—boys up to 16 yrs. of age: Harry Hilton, 1st; Stanley Phillips, 2nd; James Smith, 3rd.

50 yard dash for girls—Gertrude Brady, 1st;

Third Prize
"Jim" Maguire Speculates on the Weather
Taken by Dave Heylin, FXC

Hilda Rafuse, 2nd; Mary Sullivan, 3rd.

Three legged race for boys up to 16 years of age—Fred Eisner and Frank Eisner, 1st; John

O'Malley and Gene Sullivan, 2nd; Joe Green and Stanley Phillips, 3rd.

Potato race for girls—Gertrude Brady, 1st; Mary Jaile, 2nd; Edna Lane, 3rd.

100 yd. dash, free for all—James J. Flynn, 1st; John Manley, 2nd; Miller Higgins, 3rd.

Men's pipe race—Ben Rogers, 1st; Joe Donovan, 2nd.

Following these events came the ball game, and that surely was a hum-dinger. Walpole crossed bats with Dedham K. of C., and it took eleven

Breasting the Tape—3 Legged Race

innings to decide the winning team. The final score was 11 to 8 in favor of Dedham. The line up was as follows:

Dedham: Sline, 3rd B; Flynn, CF; Carey, LF; Hutchin, C; Armstrong, 1st B; Coughlin, RF; Riley, SS; Carroll, P.

Walpole: Murphy, 3rd B; Geary, CF; Duncan, LF; T. Ahearn, C; E. Murphy, 1st B; Higgins, RF; Myers, SS; Murphy, P; M. Ahearn, P; White, 2nd B.

Umpire: Mike O'Brien.

H. H. Miller, Chairman of the Entertainment Committee, put his usual hearty spirit into this part of the program, and the selections of the committee were enjoyed by all. Miss Curtis, a bonny lass from the heather clad hills of Old Scotland, was the hit of the evening, while Sinatra and Ferrari were greatly appreciated. Owing to a misunderstanding, the Kandy Kids arrived quite late, but their short program made the crowd wish they might have had a longer period with us.

The dance in the evening, under the direction of R. B. Wadsworth and his committee was more than well attended. Everybody there seemed to enjoy every minute of the time. Pierce's Orchestra furnished the music.

The Norwood Band was in full attendance in the evening, and cooperated with the other entertainers. They rendered a number of very fine selections, which were roundly applauded.

A great deal of credit is due the Advertising Committee for their exceptionally good work under the leadership of Dick LaFountain. They spared no effort to let everybody know where to go and how to get there. We heard several strangers say that the arrows helped them find Walpole after they were lost over in the Blue Hills.

John White and his committee did good work on tags, and, with 1500 paid admissions, they certainly were kept busy. The Parking Committee, under John Curran, also deserves credit for their efficient handling of the automobiles.

The Finance Committee, under the direction of Mr. Chase, took care of their end of the Carnival in a manner that was most helpful, and the money car was most carefully guarded by Capt. Johnson, Corp. Sheehan and Lieut. Mellen.

No feature of the Carnival gave greater pleasure than the announcement that the lucky number which drew the $100.00 gold prize was held by Mary Sullivan, the five year old daughter of Jack Sullivan, who helps Jack Smith keep things straight in the yard.

The lucky number on the admission ticket, which drew the $5.00 gold piece was 1064 but, so far, no one has appeared to claim it.

The Red Cross tent, under the supervision of Miss Leavitt and Miss Haslam, was set up just back of the Midway, fully equipped to take care of anyone who might need first aid; but, fortunately, the only use found for it was as a shelter for mothers and kiddies who were tired from the excitement of the booths.

The end came all too soon and, as this great event of the year was closed, everybody agreed they were *very, very* tired but *very, very* happy.

We give below a full and complete list of all the workers who helped make the Carnival a huge

Winners of 3 Legged Race: Fred and Frank Eisner, J. O'Malley and G. Sullivan, 2nd. J. Green and S. Phillips, 3rd.

success; and the General Chairman takes this opportunity to thank each one for his or her very hearty and enthusiastic support.

Midway Committees—Rug Booth: E. L. Connolly, George Wallace, J. F. Maguire, Elizabeth Woodfin, Alice Darville, Maude Kaler, Ethel Cook, Ernestine Surrette, Helen Goldberg, Genevieve McWhirter, Margaret Quinlan, Phyllis Webb, Fanny Milesky, Maurice Mason, Walter Murphy, Frank Clem, A. E. Anderson, Hugh Knight, Elton Hamilton, Harold Knight, James Houlihan, Walter Dolan, Jack Smith, William Sline, Herbert Chamberlain

and Mike Shergals. Candy Booth—Frank Fisher, A. W. Smith, A. Bowen, E. D. Huggard, H. Burton, J. Quinlan, J. Payne, William Maxwell, H. West and Edward Moyer. Cane Toss and Dart Booths—P. N. Hills, Donald Kimball, R. B. Wadsworth, L. Stone, C. Andrews, H. W. West, R. F. Sheddon, P. McCall, J. H. Selden and Herman Nordstrom. Doll Booth: H. Badger, Kenneth Rouillard, H. S. Whitney, Harold Dixon, Ethel Cook, Gretchen Regan and Catherine Lumsden. Basket Booth: F. C. Bassett, Sam Gladding, J. A. Timmons, N. C. Bartlett,

Second Prize
Timmie Cullinane and Gladys Duncan Looking Things Over
Taken by Miss E. M. Haslam

S. W. Gurney, L. M. VanderPyle and Fred Bell. Silverware Booth: R. M. Springer, H. S. Whitney, Louis McLean, Edgar Tarr, Fred Plaisted, M. Shergals, Mrs. James B. Maguire and Miss Crowley. Electrical Booth: Leo Bernier, Ed. Conlin, Miss Gunning, Antonio Sansone, John Selden, William Danaher, P. McCall, John McInnis, and C. Miller. $100.00 in Gold Tickets: Nimrod Olssen, Harold Dixon, Francis W. Smith, Ben Rogers and Fred Plaisted.

The members of the regular Midway Committee assisted in whatever booth happened to need help. B. R. Taylor was in charge of the selection of prizes, C. W. Conrad was in charge of arrangement of booths, S. B. Montgomery selected the assistants at booths, and J. H. Smith, who, by the way was on his vacation, rendered valuable assistance generally.

Refreshment Committee—S. W. Smith, Chairman, Frank Whitehead, Harry Mann, Maude E. Kaler, Victor Burrell, James Dine, Dan. A. Jones, R. G. LaFountain, John Linnehan, William O'Donnell, Gilbert Whitehead and Donald Urquhart.

Parking Committee—J. E. Curran, Chairman, D. J. Cullinane, J. Houlihan, J. Hammond and D. Jones.

Sports Committee—E. F. Murphy, Chairman, R. C. Tupper, John Dolan, R. H. Head, George Wallace, Harold Higgins and R. Head.

Dance Committee—R. B. Wadsworth, Chairman, P. N. Hills, L. Pierce and W. R. Duncan.

Finance Committee—D. A. Chase, Chairman, H. S. Johnson, Joseph Sheehan, Arthur W. Mellin, M. E. Cavanaugh and M. R. Leavitt.

Entertainment Committee—H. H. Miller, Chairman, H. C. Jepson and H. L. Badger.

Advertising Committee—R. G. LaFountain, Chairman, Maurice Mason, P. H. Bailey, A. D. Kilham and Howard White.

Grounds Committee—F. B. Duncan, Chairman, W. F. Carberry, G. R. Wyman, P. R. Allen, H. S. McKenzie, M. Powers, Andrew Urquhart, William White, Joseph Donovan and George Eisner.

Tag Committee—John White, Chairman, A. V. Wilson, A. C. Buell, F. W. Smith and Mrs. F. W. Smith.

Red Cross Tent—Misses Margaret R. Leavitt and Edith M. Haslam.

SIDELIGHTS ON THE CARNIVAL

Big
Innovations.
Real
Doings.

Couldn't
Leave
'Um,
B'gosh.

Committee
All
Regulars.
Nice
Intertaining
Vaudeville,
All
Laughs.

The question that was troubling some of the "Booth Bosses" was—who gummed up the change when it was put up?

Never knew Frank Fisher could create so much noise as he did on the candy booth—Kandy Kid—we say.

It looked at noon time as though we were not going to have any carnival. Mr. Hazlitt however showed up with our tents at the last minute and did some tall hustling.

It's a rather vital question as to whether to have a bum ball game and have the crowd on the midway or have a good game and get the crowd on the field.

Some of the "Barkers" got pretty thirsty late in the evening; too bad the refreshment booth had to run out of "throat oil."

The general chairman sure was busy all day keeping his ice cream suit clean.

The Finance Committee were hard to find during the evening. Suppose they were afraid to get mixed up in the big crowd with all that money. They were well guarded however.

Fred Plaisted established a record in selling books for the $100.00 gold prize. He turned in cash for fifty-four.

There is a new path up at the Bird School grounds made by Mr. Miller on his trips to the street in search of the Kandy Kids.

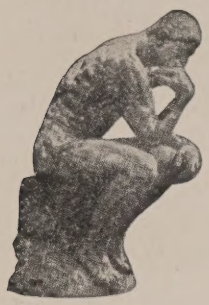
NEPONSET CREDIT UNION

Important Notice to Members

Inasmuch as the law requires that all credit unions shall verify their members' pass books during the present year, please bring or mail your book to A. W. Mellin, Dept. AA, by August 15, 1922, that the balance may be verified.

If your book is sent by mail it will be immediately returned to you; and to assure its return, you are requested to fill out a slip, giving your name and department, and send it with the book.

A. W. Smith, Treasurer



Suggestion Column

Employees are not taking advantage of their opportunity to win prizes for acceptable new ideas submitted in our suggestion competition; also many of the suggestions submitted are of a trivial nature and are not really helpful. The number of suggestions sent in has decreased in the last two years and no special prizes have been awarded during that time. The Suggestion Committee is issuing a special appeal to all employees to submit suggestions, and in submitting them to give careful consideration as to whether the idea has merit. The Committee is made up of men who are looking out for the interest of the employees making the suggestions as well as for the interest of Bird & Son.

In general, suggestions are wanted bearing on the following:

1. PRODUCTION.
2. ECONOMY.
3. GENERAL WELFARE.

Elaborating on this general classification the following ideas are listed:

Production: Under this class are included: New products, Improvement of quality of products or work, Improvement on manufacturing and office methods, Stimulation of employees' interest in their work, Improvement in equipment of tools, Better planning for work, Elimination of delay in handling orders, Improvement of blank forms, Better routing or arrangement of machinery or equipment, Selling and advertising Bird products, etc.

Economy: Under this class are included: Cost reduction in any department by savings in time, labor, materials, power or office supplies, Elimination of waste, Uses for material that is now waste, Elimination of unnecessary records, forms or data, Elimination of unnecessary operations and duplication of effort, Use of cheaper tools, supplies or materials, etc.

General Welfare: This class includes: Fire Hazards, Increasing safety of operations and of equipment, Improving working conditions, Improving health of employees, Increasing cooperation, etc.

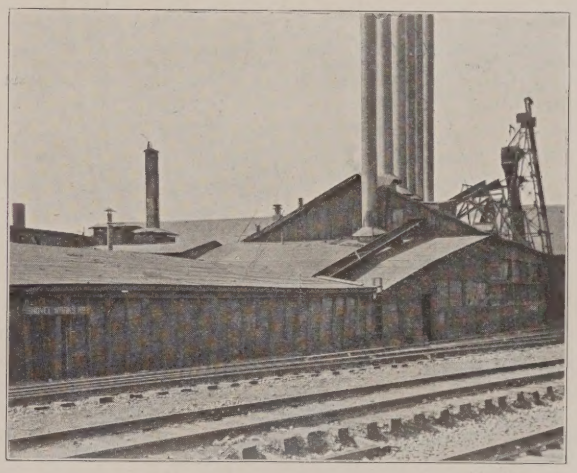
Suggestions dealing with production and economy are fruitful fields for aiding Bird & Son, inc. The future will be governed largely by economies realized by better production methods and in development of new products.

The following suggestions were accepted during the month of July and the standard prize of $5.00 awarded for each:

Improvement to Bridge from No. 2 Beater Room to Roadway	Edward Carlson, EMW
Fan for EM Blacksmith Shop	Wallace Duncan, EMM
Install Three or Four Steps Near No. 2 Kettle in New Kettle House at FB	Fred B. Stockton, FBM
Grating at FBK Oil Heater	William Bradley, FBM
Small Emery Wheel at FBPM1 Winder	Adolph Ketty, FBP
Independent Air Line at FBK Oil Heater	Fred B. Stockton, FBM
Stop on Rug Border Winding Machine to Stop Sheet from Falling Through Onto Floor	Patsy Sansone, FFD
Install Pipe in Floor at Entrance to FFV Elevator	William Danaher, FFV
Put Tin Back of Ladders Going up to Floor Covering Ovens	Michael McColgan, FFP
Guard to Keep Oil off DMPM2 Engine Belt	Herman Nordstrom, DMP
Safeguarding of Motors, DMB	Carl V. Smith, DMB
Method of Sharpening Slitters for FBPM1	Charles D. Rafuse, EMM
Install Iron Grating in Floor of FB Pump House	William Bradley, FBM
Put Hinged Covers on Manholes of FB Stills	Ralph B. Pierce, FBQ

THE TEST OF TIME

The following letter from W. A. Nicholson, our Pennsylvania salesman, tells its own story of the wearing qualities of a quality product:

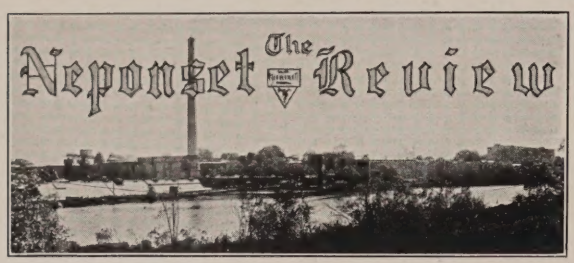


Boiler House of H. M. Myers Shovel Co., Showing Paroid Roof

"My dear Mr. Hale: I am enclosing to you a photograph that I had taken of the boiler house of the H. M. Myers Shovel Company of 11th Street and 1st Ave., Beaver Falls, Pa. This roof was applied by Martsolf Bros., then contractors. One brother is now dead, but the other, Jacob Martsolf, I interviewed about this roof; or, rather, he called my attention to it when I sold him the order of roofing to go to his orange grove in Florida. He said that this boiler house roof was applied by him and his brother when they were in the contracting business twenty-two years ago, in 1900, and that it had not been repaired or painted during that time.

Notice the coke chute which conveys the coke into the annealing ovens. This requires men to go on this roof as often as any trouble occurs with it. Then, too, this roof has withstood the cinders from the Pittsburgh & Lake Erie R. R., a four track system, all these years.

The roof on Shovel Works, No. 2, was roofed about four or five years later. Their large warehouse, which is not shown in this picture, was also roofed twelve years ago."



Vol. X. AUGUST 1922 No. 8.

Published Monthly for the Employees of Bird & Son, Inc , East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. Rogers

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F R. MEYER	A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

The sun will shine after every storm. There is a solution for every problem and the soul's highest duty is to be of good cheer. —Emerson.

HARD WORK

I have heard of men working themselves to death, but I do not think I have ever known any one to do it.

I have known a good many men who had died from what was called overwork, but I doubt the diagnosis.

Work is good for men. It does not kill them, and they can do more of it than most of them do.

I believe fully that most men could do much more work and be better for it.

Work is good for body and brain.

But work combined with worry kills men, and worry without work kills them faster.

I never advise men not to work so hard, but I do advise them to vary their work, and not worry about it.

I do not talk on this matter wholly as a theorist. I know what hard work is. I have earned my living with my hands. It did me good. The long, hard days which for three years I put in upon a farm have been a lifelong blessing to me.

The hours were long. Five o'clock in the morning found us up and at work, and we were still at it when it grew dark. It did not hurt us. And it was not so hard but that I found time for some good reading. Hard physical labor is good for men.

And so is hard mental labor, the harder the better. Most of our work is not hard enough; it does not compel us to do our best.

But worry will kill any man who lets it prey upon him.

The man who can work and sleep and not worry will never die in the insane asylum and is not likely to die in the poorhouse.

And when he dies he will not die from overwork, no matter how hard he works.

Work is a great blessing, and most of us do not do enough of it to keep as healthy as we ought to be.

No one works himself to death.

And no one ought to worry himself to death.

It does not pay.

—Dr. William E. Barton.

EIGHT HELPFUL HABITS

Habit is momentum.

Your automobile can run a mile on the level on the same amount of gasoline it takes to make a hard start.

An express train is less expensive to operate than a local because stopping and starting take so much time and fuel.

The hard work of this world is starting things. Once started, it is easy to keep them going.

The person who has formed no helpful habits is wasting energy because he is continually beginning.

It is not hard to save a business, succeed in a profession, keep peace in the family, or be good, if you can get habits enough backed up behind you to push things along.

Every habit is a tremendous labor-saving device.

Here is a list of helpful habits:

1. The habit of Punctuality. Make it a point to be at every engagement a little before the time. Set your watch five minutes fast. The only way to get there soon enough is to start soon enough. Don't dawdle. Allow for unavoidable delays of transportation.

2. The habit of Honesty. Just get into the way of telling the truth, no more, no less.

3. The habit of Loyalty. Reject any temptations to speak disparagingly of anything or anybody to whom you owe allegiance; reject it as an unclean thing.

4. The habit of Sincerity. This means a definite attitude of shunning pretense, affectation, posing and making an impression, as opposed to self-expression.

5. The habit of Courtesy. To be courteous once does no good. Unless you are courteous all the time, you'd as well not try it at all.

6. The habit of Cheerfulness. For pessimism is a pose, and gloom is usually simply a bad habit.

7. The habit of Thrift. For habit is about all there is to thrift. Put a certain part of all you get into the bank and live on the rest. Put the first part in the bank, not the last.

8. The habit of Prayer. For prayer is not going to mean much to life unless it is like daily bread. Praying occasionally is about like eating once a week.

Pin this into your hat until it is absorbed into your head.

(Los Angeles Examiner)

AMATEUR PHOTOGRAPHERS' CONTEST

So many excellent pictures were submitted in the *Review* contest for the best snapshots taken at the Bird Club Carnival that the judges found their task an exceedingly difficult one. After much deliberation, the first prize of five dollars was awarded to Dave Heylin for a picture of Mr. Wyman as a candy salesman; the second prize of three dollars went to Miss Edith M. Haslam for a snapshot of Gladys Duncan and Timmie Cullinane; and Dave Heylin rated third place with a snap of Jim Maguire. The judges were P. H. Bailey, H. H. Miller and S. W. Smith.

John B. Opdycke, addressing the meeting of the Better Letters Association at one of their annual Conferences, recommended to every business man and woman five particular authors as good companions: Walter Bagehot for Character; Stephen Leacock for Adaptation; O. Henry for Movement; Elbert Hubbard for "Pepsonality"; and Cicero for Everything.

We have the following books in our library by these authors:

Walter Bagehot
Memoirs, R. R. Hullon, Literary Studies, Biographical Studies, The English Constitution, Lombard Street.

Stephen Leacock
Essays and Literary Studies, The Unsolved Riddle of Social Justice, Moonbeams from the Larger Lunacy, Winsome Winnie.

O. Henry
Cabbages and Kings, Heart of the West, Sixes and Sevens, The Trimmed Lamp, The Voice of the City.

Elbert Hubbard
The Message to Garcia, The Book of Business.

Cicero
Three Books of Offices, or, Moral Duties, Essays on Friendship, Essays on Old Age, Paradoxes, Duties of a Magistrate.

"Pepsonality" will perhaps need elucidation. But it is a quality so essential in business life, Mr. Opdycke gives us the following on it:

"The man with 'pepsonality' is the man who was born, not yesterday or today, but tomorrow, and who stands waiting for the average individual to arrive. He thinks a hundred times and acts fifty before most of us are awake in the morning. You know him: He is the chap who is never at a loss; who is always ready; who has a right answer for everybody, and a right way out from everywhere; who performs miracles, seeming never to think; who accomplishes marvels, seeming never to work. He was just born that way. It's in him to be superior. He's full of surprises, yet he's never tricky or fresh or aggressive. He's always sure of himself, yet he's never foolishly sanguine or dangerously optimistic. He may carry a corkscrew on his key-ring even yet, but I'll bet you he doesn't wear both belt and suspenders. And of course his 'pepsonality' will out in his speech and writing."

Opdycke's remarks on reading also seem well worth our attention as business men or women.

"We read, not only to learn, but to live. Reading has become as necessary to life as food and clothing and shelter. We have to read in order to be more worthy of being read when our time comes to write, if we do write; just as we travel in order to be more worthy to stay at home, when we do stay at home. Some fifty or sixty years ago Walter Bagehot said that the reason there are so few good books is because so few people that can write know anything. But there have always been good books and there has been a tremendous production of good books since he made this 'causticism.' There are his own, for instance, which are read far too seldom and should be much better known. And business people have the satisfaction of knowing that most of the best in literature deals with or is related to some phase of trade and industry. The great writers of all periods have gone to trade to a very large extent for the subject matter of their works (though the literary highbrows do not like to have us dwell upon it).

"This fact, to my way of thinking, adds an extra zest for the business man and woman to the whole question of reading and literature. You remember that Balzac said: 'The world began with trade, for didn't Adam sell Paradise for an apple? It did not turn out a very good speculation, by the bye.' Well, literature, too, began with trade then, has dealt with it persistently down the centuries and will never be able to resist its lure and its enlightenment. And it has turned out an excellent speculation. Would you have a story about printing? Read Bennett's, 'Clayhanger.' About the newspaper? Read Barrie's, 'When a Man's Single.' About department shops? Read O. Henry's 'The Trimmed Lamp.' About a book shop? Read Leacock's 'Methods of Mr. Sellyer.' About selling in general? Read A. R. Taylor's 'Mr. Squem and Some Male Triangles,' and the Ferber stories."

Some New Books in Our Library

After the War	Repington
The Art of Lawn Tennis	Tilden
The Spell of the Heart of France	Hallays
Full Up and Fed Up: the workers' mind in crowded Britain	Whiting Williams
Streaks of life: little sketches of heroines of modern times—Queen Victoria, The Empress Eugene; others are true pictures of Ireland of the last century; Women's struggle against tyranny	Smyth
Ptomaine Street	Wells
La Fayette: Welcome	Holland
Working with the Working Women	Parker
New Stories	
The Ragged Edge	MacGrath
Salt Lake	Benoit
The Vanishing Point	Dawson
Girl from Montana	Hill
A Little More	Maxwell
The Silver Cross	Johnston
Peter Binney	Marshall
Man in the Shadow	Child

IMITATION

It's good to hear a glad "hello"
And get a smile from men you know.
I like to feel, in times of doubt,
That there are friendly men about,
And some who care, and some who'll stay
To help me on my troubled way.
I know that oft my blood is stirred
To hear a kind and cheerful word.

It's good to feel within your hand
A grip which makes you understand
Far more than words which leave the lip
The depth and warmth of fellowship.
I know my heart has oft rejoiced
To hear a friendly greeting voiced,
And I have hummed a cheerful song
Because a friend has come along.

If others mean so much to me,
What must I mean to those I see?
If what they say and what they do
Has power to thrill me through and through,
Then why should I not, as I go,
Give every man a glad "hello"
And try to cheer his life the way
That mine is cheered from day to day?

Since friendliness makes me rejoice,
To friendly words I'll lend my voice;
Since kindness warms the heart of me,
A kindly man I'll try to be;
Since I prefer the man who gives
A portion of the life he lives
To others, I shall also try
To be like him as time goes by.

—Anon.

The success of a commercial enterprise, society, or club is dependent in a large measure upon the cooperation of the individuals comprising the organization.

WITH THE GIRL SCOUTS AT CAMP

1. Eleanor Whitehead, Lieut. Smith, Bertha Broadley, Gladys Anderson, Ready for Croquet. 2. In the Valley of Dead Bones. 3. Resting after Practice for "Stunt Night". 4. Emil Sigmund, the Driver, Trying a Difficult Shot. 5. Mary Coburn, All Loaded for the Trip. 6. End of a Perfect Day. 7. Gladys Harper and Julia Eells after a Long Paddle. 8. Ram's Horn Pond. 9. All Aboard.

SCOUT NOTES

GIRL SCOUTS AT CAMP

For the best story written by a Girl Scout, about their week at camp, the "Review" offered a prize of $2.50.

Thirteen Scouts submitted stories, and the judges, E. H. Bartlett and A. H. Russell found their task of choosing the best one difficult, to say the least. After very careful consideration, the prize was awarded to Grace Broadly, whose story showed originality and conciseness.

Camp Headquarters—Eells Farmhouse at Millbury

Olga Anderson was given honorable mention for her well expressed and carefully written story. Special mention was also made of the stories written by Gladys Harper, Blanche Collins, Arabelle Bridgham, Muriel McDonald and Gladys Anderson.

The Boy Scouts were also offered a prize but they either have writers' cramp or they had such a good time, they do not know where to start to tell about it.

CAMPING

At twelve o'clock noon Saturday, July 15, 1922, an excited group of Girl Scouts stood on Rhoades Avenue, waiting for Lieut. Smith, the truck and its driver, "Siggie."

We were ready to start but Mary Coburn had not arrived. We looked up the road and saw what looked like Mary, disguised as a pack horse.

We met all kinds of Bumps on the way. Sophie and Katrinka were included.

Near some place called Braggville, Lieut. Smith pleaded a headache and had to sit in front with our chauffeur. Olga said she was sick too, but it didn't do any good.

After we arrived there, we found out the day's program. It was:

7:00 A.M.	All out.
7:30	Breakfast.
9:00	Colors and inspection.
9:30	Classes.
10:30	Swimming.
12:30	Dinner.
1–2 P.M.	Rest hour.
2:00	Classes or games.
3:00	Swimming.
6:00	Supper.
7:30	Colors.
9:00	Prayers.
9:30	Bedtime.
10:00	All quiet.

It varied a little but not much.

Sunday morning was Arabelle's birthday. We landed on her sixteen times on the sixteenth of July.

Grace and Gladys Anderson lost their soap Sunday morning while they washed, thinking the lake was a small-sized wash basin. Grace fell in while fishing for it.

Sunday afternoon we walked, or rather, jumped trees on account of the ice storm last winter, to Dummy's Cove.

All went well except for a few squabbles which might happen in any Girls' Camp, until we tried to pass the "setting the table" test on Tuesday. There was a visitor Tuesday. Mr. Brownell came, and Pat got spanked fifteen times. That was the second birthday.

Wednesday evening there was a "sing" on the lake. We had a wonderful sunset to accompany us. After the "sing" we had charades at the house. All the charades were good, but Eleanor, Grace, Olga and Jennie, also Mr. Eells, showed the Corporal of the First Patrol that we wanted something to do.

Thursday afternoon were the running races. Blue ribbons were first prizes, red ribbons, second.

That evening we had another "sing" with an exquisite sunset. (Advice—Go to Ramshorn Pond, Millbury, about 8.15 p. m. for a nice sunset.)

We had planned to go to Worcester Friday, so Thursday evening we "hit the hay" early.

Friday morning—"Ouch! Ow, the water's cold!" So said the girls when they took their morning dip Friday. Around eight o'clock, we started to hike to Millbury. We hiked most of the way, except the fat ones like Mary, Pat, Julia and Eleanor. When we got to Worcester we went to Green Hill Park and saw the suckers. That's where we ate our lunch. We walked down to the "Strand" (about a mile), and Gladys Harper wouldn't let Evangeline carry the pack basket. We were dead tired that night when we got back to Chestnutwold.

Saturday morning we had swimming races. First prizes were orange ribbons, second prizes, black ribbons. When Lieut. Smith came with Sally in the afternoon, we were all decked out with our prizes.

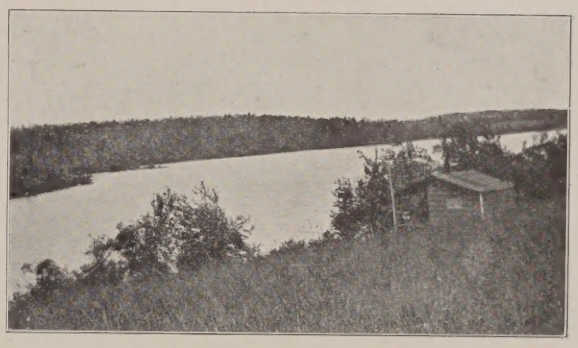
Saturday night was "Stunt Night." Olga took the cake as a baby, but Mary was a doll in her newspaper dress. Pat and Grace were a handsome pair as were Jeanie and Blanche. Arabelle was a fine dancer, Eleanor was a nice fat gypsy and Edith made a good "Freckles." Bertha and Gladys were two dandy "coons."

Sunday Mr. Hastings came to see the Eells Baby. How strange that Gladys Harper, with her assistant, Mary Coburn, were Kitchen Police!

Olga got a good many (sixteen) wallops on Sunday.

There was a lot of salt water when Olga and Gladys Anderson, Edith, Pat, Jeanie, Bertha and Grace left, on Sunday afternoon. Their summer camping trip was over.

—Grace Broadley



View of Lake from the Hill

ONE WEEK AT CAMP

Saturday, July 15, was a fine day. Just before we started, Mr. Rogers took several snapshots of us. Siggie, our driver, was full of fun. On our way, we sang songs and gave cheers.

At last we were at Chestnutwold, Eells' farm. My, but we were glad to get there! We were told where we were to sleep, in the camp or in the tent. The camp was on the edge of the lake and it was surrounded by trees. The tent was higher up on the hill.

Then what excitement there was! Some of the girls were trying to make their beds, while others were trying to find their bathing suits. After swimming, we had a Council meeting and the camp rules were read. That night everyone was ready to go to bed early.

Sunday morning a few girls in the camp were up at half past five. We had to wait for two hours until breakfast would be ready. In the afternoon we went for a walk to the Cove, which was on one side of the Lake.

Monday morning our real fun began and lasted all the week. After breakfast we had setting-up exercises, colors and inspection. At half past ten we had our twenty minute swim. Then we had a class in setting the table, and we all passed it. In the evening we went on a picnic supper to Potter's Hill. Here we were shown how to lay and light a camp fire.

Wednesday we all made an ordinary and a hospital bed. In the evening we all went out in the boats and sang songs while we drifted along.

Thursday morning, two of our girls went fishing at half past five, but they came in at seven o'clock without any fish.

On Friday we went to Worcester. We walked to Millbury, which was four miles. In Worcester we went to Green Hill Park which was very interesting. As we were walking along the street, we met two gypsies dressed in the gayest colors. They were very curious and wanted to know who we were and where we were going. When we reached camp that night, we were all very hungry, but supper was ready. We certainly did appreciate the good cook we had.

Saturday we had swimming races and prizes were awarded to the winners. In the evening we had "Stunt Night." Every girl was supposed to have some stunt ready. We had the front lawn of the farmhouse for our stage. We also had quite an audience. After the stunts were over, we all gathered in the living room before going to bed.

Sunday morning came. Some of the girls had to go home, and it was their last day in camp. We did not want to go home, but we knew that we would see the rest of the girls the following Saturday.

—Olga Anderson.

BOY SCOUTS

On July 23rd nine Scouts from the East Walpole Troop climbed aboard the truck and started for Camp Manomet, Plymouth, the Boy Scout Camp of the Old Colony Council, where they spent a wonderful week of days crowded with swimming, hiking and drilling, and of evenings around the camp fire listening to the yarns of the leaders. Two of the boys who went down Tenderfoot Scouts came back ranked as Second Class, and all of the boys passed one or more of the second class tests. Several passed the swimming test. This year they had a whale boat at camp and the boys received instruction in rowing from Mr. McConnell, Camp Director. Lieutenant Dingley, of the New York Military Academy, put them through setting up exercises each day. On the Friday night before they came home, an impromptu minstrel show was staged under the direction of Director McCannell and Assistant Scout Leader Barcelo. Warren Milliken, Assistant Scout Leader of Troop I, made an excellent Interlocutor.

Tired, but happy, the boys arrived in East Walpole Sunday evening, July 30th, full of enthusiasm for camp life. They found everything good—the leaders, the eats, the work and the play. The following boys, under the leadership of Assistant Scout Masters Arthur Massey and Warren Milliken, went to Camp: Walter Sword, James Phelan, Aleck McKee, Franklin Millikin, Edward Sullivan, Edwin Crooker, Charles Welch, Fred Chapman and Harold Richards.

Notes

George Appleton, who has been assisting in the Scout work for the past few months, has resigned because he is leaving town.

The boys wish to express their thanks to Bird & Son, inc., for the transportation to and from camp, and to others who helped make the trip possible.

POLOTICKS

"And what are your political ideas?" asked the Boston motorist of the Down-Easter.

"Well, it's hard to tell. Ma is a Republican, I am a Democrat, the baby is wet, the cow is dry and the dog is a Socialist."

"I can get all but the dog, what makes you think he's a Socialist?"

"All he does is set around on his tail and growl."

WE ARE MEMBERS OF THE NATIONAL SAFETY COUNCIL

FLOOR COVERING AGAIN HAS PERFECT RECORD

Box Shops Also Maintain Perfect Score

	Standing No. of Em.	Accidents	Days Lost	Standing
FF	186	0	0	1.000
FX1 and 2	178	0	0	1.000
DM	237	2	6	.959
EM and ER	143	2	6	.932
FB	304	5	20	.910
Total	1048	9	32	.960

Of all the accidents which occur in industry, few are caused by machinery. Most of them are caused by carelessness in handling or piling materials. None of our accidents this month were caused by machinery.

Both Main Mill accidents were charged to DMC, where Patrick Reardon strained his side lifting heavy bales and a roll of paper fell against Alex Kolitis' leg.

Power and Steam came through the month with a clean slate, but William Sullivan, EMT, lost four days when he dropped a press on his foot, and Martin O'Donnell, EMY, lost two days when he strained his back.

The Building and Roofing plant had fewer accidents this month than last, but the improvement was not great enough to boost them out of the cellar position.

Ygancy Yankalewis, FBP, strained himself while pushing a sand box; Stanley Waitkovitch, FBV, lost a day when he dropped a 90 lb. roll of paper on his foot; and Charles Brown, also FBV, was put out of running for six days when a roll fell on his finger and fractured it.

The finishing Department, FBF, added to FB's quota of casualties when Paul Boholm stepped on a nail that had been left lying on the floor, and Arthur McLaughlin was struck by a falling roll.

There are no safety devices made that will prevent accidents like these. The only way to avoid them is to

BE CAREFUL

Let's have NO ACCIDENTS in August.

Safety Committee.

SUMMER REVERIES

Thou art a pest, O fly!
To feel thy ticklish feet
In August's sticky heat
Makes life no longer sweet
When thou art nigh.
Thou art a pest, O fly!

O fly! wilt though not fly
To some far distant spot,
Some spot where I am not?
And while it is so hot
Refrain from coming nigh?
O fly, wilt though not fly?

—G. T. G.

Notes from the Plants and Offices

MAIN PLANT

George Doderer is chief of police at the blueberry field in North Walpole. If you don't believe it, ask Mike McDonough.

Herman Nordstrom wanted to give Jim Geary a cane before he left the Carnival Saturday evening, but Jim didn't think those canes were strong enough.

John Casey motored over from Dedham to take in the Carnival.

Patrick Egan has painted his house on Hemlock Street with the help of John Moylan and William Lewis.

Victor Burrell has gone back to the cows and chickens in New Hampshipe for a couple of weeks.

Who's Who

No one will need an introduction to Fred Plaisted, who has been a member of the Bird & Son organization since 189?. Until a few years ago, when he became Custodian of the Brigade Room, he was in charge of the Main Mill Stock Sheds.

Mike McDonough of No. 2 Machine has found a very nice berry pasture. For further information see him or George Doderer.

Our slogan, "No fish here, Charlie. Better move."

Little question for today—Can a Buick go faster than a Ford? Ask Arthur Smith. He knows.

Jim Geary and John Ready can eat more ice cream than any two men in the mill. (If it is bought for them.)

MAINTENANCE

His friends will all be glad to hear that Jim Haddon has arrived all safe and sound in Scotland, as the following card to Frank Whitehead shows: "Well, Frank, here I am in Bonnie Scotland and enjoying it immensely. Weather is good now. I heard the Portsmouth Marine Band in Princess Street Garden yesterday, and it was great. Had a nice passage across, was not seasick, and am feeling fine. My mother's birthday today—ninety-one years old. She is looking beautiful. Am leaving for Aberdeen tomorrow, but will be back again in about two weeks. Lots of unemployment. Things in bad shape."

Dave Regan is up in Bradford, N. H., getting close to nature.

Wilbur Fay is looking after the temperamental machines in the Main Office, but we can't say that Wilbur looks exactly displeased when he is called up to coax a balky typewriter to work.

Frank Whitehead is going to listen to the sea waves at Barnstable, but they won't be sad waves if Frank is beside them.

Challenge ! !

Emil Sigmund challenges all comers at croquet—all odds allowed. Emil admits he's good—extremely good in fact. He's got some strokes that are remarkable.

BOX SHOP

On July 19th, Catherine Howe, of the Cartridge Cutting Department, and Everett Proctor were married in Walpole. Mrs. Proctor has returned to work for a few weeks until their new apartment is ready. We extend our best wishes to the couple.

Far away from type and ink, Annie Duffy enjoyed life for a few weeks in Barrington, Rhode Island.

Harry Godkins has succumbed to the lure of open places and has left us to travel through Canada from Montreal west. He hopes to reach the western coast sometime within the year.

We are glad to welcome Vivian McGrane back to the Cartridge Room again.

Mary Scanlon, Stores, and Fannie Murphy, took day trips visiting several of the local beaches.

Dave Heylin spent his vacation at Home Beach and Swampscott and found some right interesting post cards. We are glad to hear what the wild, wild waves were saying.

John White spent some of his vacation in the new speed wagon and much more under it. For a coaster, he cannot be beat. Shut the engine off going down a hill and you cannot even hear it run—the engine, we mean. Acts at times like a wild car—just seems to head for the bushes and trees, don't cher know. John has got wooden brakes fore and aft, so now when he yells, "Whoa," and she won't behave, four feet go out over the sides, each to kick his or her own brake. Some are wild, others wilder, but this is the wildest. Ask Dad, he knows.

P. McDonald is spending his vacation near Lewis Farm this year. Short hauls with four fresh pints of real old Jersey aged in the bottle. He and wife and baby did ride through the Granite City from card received or else he had friends mail them.

Arthur Massey is married. Don't know how or when, but it's did. After a week at Camp Doolittle with the Boy Scouts, he returned for this.

Miss Dower returned Monday after two fine weeks spent at home and Nantasket with friends. Gained much color during her sojourn at the South Shore resort. Pictures on exhibit would indicate very enjoyable week there.

Some Noontime Smiles at FX1

Ed Smith, Joe Gingras, Antoinette Santora, Merjam Lehtonen Welmas, Mary Meganis, Mary Balduf, Sigrid Relander

Since Edson Eckhardt acquired that new Buick, all his worries about getting in in the morning are over.

Albert Hammond knows what the best remedy for a cold is. Ask him about it.

Judging from the post cards received at the New Box Shop, the vacationists are having a wonderful time.

We are sorry to report that Mr. Tupper has had another attack of laryngitis. Strange, though, that these always occur on Monday mornings.

NORWOOD PLANTS

BUILDING AND ROOFING

All day Saturday, July 29th, the holiday flag waved triumphantly from the pole in the yard to proclaim to all the world that the previous high record for shipments, established in September, 1920, had been broken. It sure gave us all a warm and comfortable feeling to see it.

Billy Ivatts went over the road to Portland recently in his Hudson. He hasn't much respect for Haverhill roads.

Our Superintendent has laid aside the cares of making roofing for a few weeks and is enjoying the scenery along the Mohawk Trail and on the shores of Lake Champlain.

Henry MacKenzie has discovered the nearest approach to Paradise he ever expects to find this side of earth. He's down in Maine where there are no work orders and no Sunday work.

Our own Charlie Seavey, FBF, after obtaining a large supply of the needful from Bassett, has hied himself to Manchester, N. H., to enjoy his annual vacation. His description of Pine Island Park and Uncanoonic Mountain is very vivid.

Bassett of FB surprised all the boys by showing up the other day with a beautiful Sedan, purchased through the agency of Mr. McDowell. In a few weeks the car will probably just naturally head for Canton of its own will and volition every time it leaves the garage. Owning a car is no guarantee against walking at times however.

John Foley has returned to his duties as Inspector after having taken a much needed rest for the past two weeks.

Mary Friary, FBN, on August 1st completed thirty-five years of service with Bird & Son—a long time to be with one concern. We all offer her congratulations and our best wishes for continued service.

FLOOR COVERING

So far as live news goes FF has gone quite as dry as the U. S. A. would be did the Prohibs have their own sweet way.

No news, etc., as the proverb hath it, suggests that our wheels are turning, the goods are being delivered and we believe that we are gaining ground in one way and another with an especial emphasis on quality and an executive control over quantity.

Our continued prosperity will be determined by keeping up to Neponset standard here quite as much as by any other factor.

We should not only guarantee our goods but make them so that the high cost of replacements may be reduced to the vanishing point.

Leon Narbut, office boy for the past year, has joined Huggard's Staff in the Block Room.

We have begun to print our new line of Neponset Rugs. They are beauties both as to patterns and colors.

G. B. Sodergren is the new office clerk.

Frank Sutherland is spending one week in the exterior decorating of his house, and, then, what, ho! for the open road for the second.

The Floor Covering plant is feeling pretty chesty over the performances of their checker champ, George Staples, of the Hardened Rosin Compound Department.

THE LINES' DEN

Oh! Life has got to be a joy
  Since they standardized this plant
And the things we always used to do
  We now find that we can't.

Mr. Score we see no more,
  But here's dozens in his place,
And every time you look around,
  You see a different face.

They're chasing pounds of paint and oil
  And yardage by the score,
And if by chance they lose an inch
  The whole darn works gets sore.

The other night we had a fright,
  The paint room lost a gill
And by the time 'twas found again
  Everyone was ill.

They went and passed the Volstead act,
  And took away our wines,
But they gave us back a mighty punch
  When they sent down Mr. Lines.

We growl and swear, and tear our hair,
  But when all is said and done,
We're making progress every day
  And having lots of fun.

—JERRY, THE OFFICE CAT.

J. R. Ghen returns from his vacation full of pep, having "flivvered" all over from New Hampshire to Provincetown.

Mr. Lines tells us that he reverted to his boyhood sport of flying kites during his vacation at Scituate.

Bernard Bailey, formerly of FFQ, who has been laid up for a long time from the effects of a painful accident, got our glad hand when he joined the laboratory staff on August 1.

Jerry, the Office Cat, wants to protest. Somebody in the last "Review" stole his stuff.

MAIN OFFICE

Ed. Murphy is perfectly happy. He has sloughed the cares of directing the Building & Roofing Sales correspondents and is disporting as a gentleman of leisure at Oak Bluffs.

Mary Geary is rapidly becoming expert as a driver of an Essex car.

Mrs. Mary Saunders Patchin is back for a few weeks to help out in the Stores Accounting Department.

Ernest Davenport and William McNeil from Hamilton were welcome visitors at the office recently.

Do You Remember When Bird Hall Looked Like This?

Kenneth Rouillard, George Campbell and Louis McLean are off on an automobile trip. They expect to pay their respects to Niagara and a few other points of interest before their return.

Amy Rhoades has not yet quite recovered from her surprise when she went into the Rest Room one recent noon and found the table decorated with gifts which her friends presented her for her new home. Miss Rhoades has resigned her position in the Files in anticipation of her approaching marriage.

Alice Paine, Chief File Clerk, was also the recipient of many useful and lovely gifts at a shower which her friends staged at her home on Union Street several weeks ago.

We congratulate Mr. R. W. Westcott who has recently been appointed Eastern Sales Manager of the Floor Covering Department.

Miss Field is seeking rest and recreation in Lincolnsville, Maine.

Helen Costello and Miss Leavitt of the Hospital are to visit scenes and pastures new in Bermuda.

Her friends will be glad to welcome Mrs. Helen Ebbs Randall, formerly our head nurse, who is to return for a month of vacation substituting.

Elsie Nelson and Beatrice Foster, both of the Accounting Department, garnered becoming coats of tan at Nantasket.

Alice Paine, Files, has gone way down Maine where all—at least almost all—good Yankees go—in the summer time.

Catherine Mahoney, Stenographic, is resting in New Hampshire.

We are all glad to see Gertrude Maier back on the job looking as though her rest in Dexter, Maine, had done much to restore her to good health.

PHILLIPSDALE

Mr. Chamberlain has returned from his vacation and is looking fine.

Oscar Anderson has also returned from his vacation. Oscar had a wonderful time roaming through the wilds of Daisy-field Plat. He says you can't beat it.

Henry Phelps spent his time putting in cement walks around his home and in other ways beautifying his place. Henry is some worker.

As this writing goes to press, Jack Hamerile enters his vacation. We will be able to write a whole page for the next issue of the Review about the wonderful time that Jack had.

Dan Henderson is visiting his son, Dan, in Brooklyn, N. Y.

Favorite Pastimes:

Tommy Milburn, watching the girls at noon-time.

Jimmie Casey, watching the ice-cream and hot-dogs at Novelty Park.

George Hawley, getting a tow on a rainy night.

William Banks, dreaming of his trip to England.

Tony Nanni, counting his money.

Joe Farrell, looking for Casey.

George Madden, trying to hurry "impossible."

Tixie Billings, roaming through the golf course on a moonlight night.

Ralph Denno, selling oilers for Ford cars—the best oiling system on the market.

Pat Lynch, looking for Andy Volstead's scalp, and Pat Reynolds, same as Pat Lynch.

"LET HIM KNOW"

When a fellow pleases you,
Let him know it;
It's a simple thing to do —
Let him know it.
Can't you give the scheme a trial?
It is sure to bring a smile,
And that make it worth the while —
Let him know it.

You are pleased when anyone
Lets you know it,
When the man who thinks "Well done"
Lets you know it.
For it gives you added zest
To bring out your very best —
Just because some mortal blest
Lets you know it.

When a fellow pleases you,
Let him know it;
Why, it isn't much to do —
Let him know it.
It will help him in the fray,
And he'll think his efforts pay;
If you like his work or way,
Let him know it.

Exchange.

DO YOU REMEMBER?

When George Smith drove a team around the mill?

When the stable was out in the square opposite post office?

When all our raw stock was piled out in the open, covered with canvas?

When all the power we had in mill was water?

When we had a boiler in No. 2 and 3 Machine rooms to dry paper on machines?

When Mr. Bird pastured his cows and horses in the mill yard?

When there was a gate at the entrance to mill yard at office?

When the iron stack blew down and landed in the boiler room?

When the first stock shed was built?

When we used to go to Fowl Meadows haying for Mr. Bird?

When we would fill up stuff chests and then shut down mill and wait for water to rise?

An Office Party in 1902 at Big Sandy Lake, Plymouth

Back Row Left to Right: Hattie Willis, Mrs. Haven, Florence Holmes Howard Everett, Ernest Davenport, Elmer H. Bartlett, May Gardner, Annie Kimball (Newman), Annie Brown 2nd Row: H. H. Miller, M. Churchill, Wm. Bell. 1st Row: Florence Bickford (Duplisea) Hugh Donelly, Anna Bickford (Upham).

When the ash dump was where No. 2 Box Shop and No. 3 Extension are now?

When all the coal needed for a day's run was wheeled to the boilers in two hours?

Tom Lavin and John Hennessey always worked together on one car and Martin King and H. Murray on the other. It was tradition that Murray once unloaded a car holding 35 tons in 55 minutes after Jack Smith told him he could go to Boston when he was through.

TODAY

By George Matthew Adams

Today is what you have. It is also what you are. And again, Today is what you do. And if you haven't anything, and aren't anybody, and do nothing—why, then, for you there is no Today. For Today is music. Today is art. Today is literature. Today is joy. Today is work. Today is play. Today is LIFE.

Yesterday is no problem—for it is *past*. Tomorrow is no problem—for it isn't here. Today is supremacy. Today is the world. Today is—Opportunity.

Crowd in upon it then. Today—take hold upon its faintest chance. Spread your smiles—Today. Be game—Today. Be glad and great—Today. Today is the day—your day.

Today is Time and Change doing its job. Are you a vital part of the play? Today you may start out all anew. Today you may put to use what you learned a day ago. The center of your entire life may revolve about—Today.

For this Today will never dawn again!

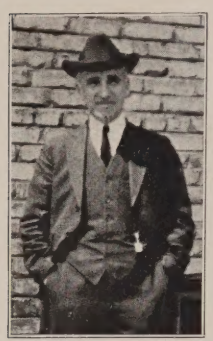
CHICAGO NEWS

"WINDI-CITI-ITES"

What with a freight car shortage staring us in the face, a restriction on obtaining fuel and a street car strike bunched together—is it not time that some one got busy and settled these things?

As to the freight car shortage, we take our chances with the rest; as to fuel we have better than two month's supply on hand; and, as far as the street car strike is concerned we have our trucks and autos all scheduled and bulletins posted as to "pick-up" points. So we go along merrily with "heads up."

Last week the machine crews won five boxes of cigars. Number 1 Machine crew, led by "Nick" Schrieber during Jansen's vacation period, had two "non-stop" runs, and, in addition, broke a record for running Arteraft. On No. 2 Machine, "Shorty" George and his crew beat their record on American Twin Shingles on two successive days. The boys are out to get 1500 squares in 10 hours on No. 2 and if we get the right felt—well, we'll do it. (Tom Henderson please note.)



WHO'S WHO

"Charlie" McEachren, Chicago's Credit Department Head, who has been with us ten years and still wears the same old smile.

Tennis surely attracts anyone on the lookout for exercise. To see Mr. Hird wield that racquet of his around on the Jackson Park courts is a caution, and good or bad he takes on all comers.

Louie Freeman arrived safe and sound with Mrs. Freeman on his honeymoon journey from the East. On being presented with the gift from the Plant, Louie turned red as far down as you could see.

Overholt has, in line with others, invested in a Ford Coupe and the way "B. V." beat the owner down on the price leads one to think that he did not know "B. V." was a Purchasing Agent.

The golf enthusiasts are growing daily. Hanna and Thurston have been out on their trial trips.

Bill Mutch was down on a visit from Hamilton this month. Bill looked over our stick loopers rather critically.

One of our salesmen, H. C. Prinzler, stopped his vacation for two days last week to go out and get orders for 11 cars, after which he resumed his rest. He sure "struck while the iron was hot."

Miss E. A. Kieper of the Sales Office starts this week on a trip to Seattle, Washington.

With the installation of the squeeze rolls on No. 2 Machine we obtained a nicely bedded sheet, and now that we are putting in the set of rolls purchased from East Walpole on No. 1 Machine, we trust that results here will be bettered.

The fine cool weather continues, and all we hope is that it is not being stored up for us for next winter.

Roofing may come and roofing may go but Paroid stays on forever. Read this:

"On the G. R. and I. Station at Grand Rapids the overhang on the west side of the station building was covered with Paroid in 1908 and has never been recoated and is still in good shape. The west side of the train shed was covered with Proslate in 1913 and has never been touched. The east side of the train shed was roofed with —— Brand roofing in 1905 and recoated in 1908, 1910, 1912 and then reroofed with Paroid in 1917 which is naturally O.K."

Eric Goch and his overbuilt Ford has arrived from Knox, Indiana, where he spent his vacation.

"Phil" our Office Boy has got tired of pushing a mail bag full of orders on his bicycle over from the Post Office twice a day, so he has had a motor installed on his bike to help out.

Letting out the "Rebel" yell, followed by "Ghee, see it go," Doc Thurston hit his first golf ball this week. His yell woke up the night cop in Jackson Park who had a bench occupied by his sleeping form.

Miss J. Rafferty has joined Mr. Freeman's department.

WALPOLE HOME BUILDING COMPANY NOTES

All houses owned by the Walpole Home Building Co., Inc. are occupied and there are quite a number on the waiting list of those who desire to rent tenements in East Walpole, some of the applications being from people who are employed there in East Walpole and who are living out of town. This condition indicates the need of more tenements in East Walpole and some of our residents would do well to consider building their own houses at this time. The Walpole Home Building Co., Inc. have some very good lots for sale at reasonable prices.

The Walpole Home Building Co., Inc. is offering for sale a new bungalow on Pleasant Street near the Norwood and Walpole line. This bungalow contains four rooms and bath, and is constructed largely of Bird & Son products. It will be ready for occupancy about August 15th, and anyone who is interested in buying a small home at a reasonable figure would do well to call at the office of the Walpole Home Building Co., Inc.

Many people who are interested in purchasing a house to occupy as a home delay because they feel somewhat insecure in regard to continuing in the position which they occupy working for someone else. The Walpole Home Building Co., Inc. have made an effort to interest their tenants and others in East Walpole to purchase their own homes, but this fact mentioned has caused many who are interested to hesitate about settling here.

Elias Trofatter's (ERE) Home on Rhoades Avenue

To help out anyone who desires to purchase any house owned by the Walpole Home Building Co., Inc. in Norwood or Walpole, arrangements will be made and a provision put in the deed of the property whereby the Walpole Home Building Co., Inc. will repurchase the property in case the owner should at any time change the place of employment and go elsewhere. Full particulars in regard to this arrangement can be obtained by calling at the office of the Walpole Home Building Co., Inc.

BASEBALL

The Bird & Son, inc. baseball team organized during the month of July and played their first game with the Hollingsworth and Vose team.

It was one of the best games played on the field this year. Clarence Mattson twirled for our boys and did fine work especially considering that he is not a regular pitcher. He held the H. & V. team to two hits up to the fourth, when he gave a couple of walks and as many hits, letting them get two runs in this inning. They came back in the fifth with two singles and a two-bagger which meant two more runs for them.

In Bird & Son's half of the first inning, White led off with a hit and was scored by Shedden. We did not score again until the fourth when Ed. Murphy landed on a fast one for two bases. This seemed to worry H. & V.'s twirler as he walked two men and Murphy scored on a single by Walter Murphy. In the fifth White led off with a single, Higgins followed with a double, scoring White. Later Higgins scored on errors, tieing the score. Neither side scored in the sixth and H. & V. just barely squeezed across the winning run in the seventh.

The Score:	1	2	3	4	5	6	7	R
H. & V.	0	0	0	2	2	0	1	5
B. & S. inc.	1	0	0	1	2	0	0	4

Umpire, Ahern. Scores, O'Donnell.

On July 19th, we played the Curity Club of Walpole. This was not much of a baseball game as the score 17 to 1 in favor of Bird & Son, inc., indicates. "Mike" Hawkins pitched for Bird & Son and held the Curity team to three hits, one in the sixth and two in the seventh when they scored their only run. Sullivan twirled for Curity and gave our boys some fine batting practice and a good chance to run bases. "Bill" Murphy connected with a single, double and triple in four times up. Fred Duncan felt satisfied with three two baggers in as many trips to bat. White, Geary, and Hawkins each connected with three singles a piece.

The Score:	1	2	3	4	5	6	7	R	H
B. & S., inc.	0	5	5	0	3	4	0	17	19
Curity C.	0	0	0	0	0	0	1	1	3

July 24th the Hollingsworth & Vose team came back and walked away with Bird & Son to the tune of 13 to 4. The H. & V. team had everything their own way and scored in every inning except the fifth. Mattson started in the box for Bird & Son, inc., and was relieved by Bowles, who in turn was yanked in favor of F. Duncan.

The Score:	1	2	3	4	5	6	R	H
H. & V.	3	3	1	5	0	1	13	8
R. & S., inc.	3	1	0	0	0	0	4	7

BIRD & SON, INC., INTERDEPARTMENTAL BASEBALL LEAGUE

Standing of the Teams

	Won	Lost	Per Cent
Main Mill	5	2	.715
Main Office	4	2	.668
M. B. A.	0	5	.000

The only league game played in July was between the Main Mill and Office on July 17th. Both teams were evenly matched and played almost errosless ball.

Both teams used two pitchers and all four were hit freely. The Office connected with 15 hits and the Mill with 11. Ed. Murphy starred at the bat getting four hits out of four times at bat.

The Score:

	1	2	3	4	5	6	R	H
Main Office	3	4	1	0	3	1	12	15
Main Mill	1	2	3	4	1	0	11	11

TENNIS

The Silver Plate Elimination Tournament is well under way. The first round was finished according to schedule with the exception of one match which was delayed because of the absence of one of the contestants on vacation.

Several interesting battles have been staged so far, and some excellent tennis shown, which indicates that the later matches will be hard fought.

The most closely contested match so far was that between B. O. Way and S. F. Martin, which Martin took 5–7, 7–5, 6–2.

The times set for playing off remaining matches will be posted on the bulletin boards so that the tennis followers will have a chance to witness the sets.

The results of the first round are: P. R. Allen defeated M. Mason, 6–0 6–1; H. W. Dixon defeated D. G. Head, 6–2 6–1; H. E. Sawyer defeated R. B. Wadsworth, 6–0 6–0; W. S. Jackson defeated R. G. LaFountain, 6–4 6–2; D. A. Chase defeated J. P. Dolan, 6–1 6–4; R. Shedden defeated J. Foster, 6–0 6–0; R. C. Floyd defeated B. D. Rogers, 6–3 6–4; A. C. Buell defeated N. E. Olssen, 6–0 6–1; S. F. Martin defeated B. O. Way, 5–7 7–5 6–2; A. W. Mellin defeated P. N. Mills, 6–2 6–1; A. Grover defeated J. F. Maguire, 6–1 6–1; F. M. Bundy defeated P. H. Bailey, 6–1 6–1; R. W. Westcott defeated C. H. Andrews, 3–6 6–1 6–2; S. B. Montgomery defeated J. B. Maguire, 6–1 6–4.

Men's Doubles

The East Walpole Tennis Club is planning to start the Men's Doubles Tournament sometime during the last two weeks in August. Every member of the Club should get into the tournament. Send your name with your partner's to Albert Smith at the Labor Bureau. If, by any chance, you cannot find a partner yourself, send your own name along just the same and you will be paired with someone else. A suitable prize will be given the winner.

The women of the organization are showing increasing enthusiasm for the game and, if enough interest is shown, the Club hope to start a tournament later to determine the best player among the fair sex.

QUOITS

The new Walcott Avenue quoiting grounds will be ready in a few weeks and, as soon as they are finished, a tournament will be started to settle as to who is the cleverest at wielding the iron rings.

HERE AND THERE AT THE BIRD CLUB CARNIVAL

1. Winners of Girl's 50-Yd. Dash: Hilda Rafuse 2nd, Gertrude Brady 1st, Mary Sullivan 3rd. 2. Winners of 100-Yd. Dash for Men, Harold Higgins, Jack Manley, J. J. Flynn. 3. Sampling the "Wet" Goods at the Refreshment Tent. 4. Ethel, Gladys and Florence Duncan Trying the "Hot Dogs". 5. "Gus" Hills and Wadsworth Registering the Carnival Smile. 6. George Wallace Announcing the Races. 7. The Band Concert and Part of the Evening Crowd. 8. "Jim" Maguire and a Bunch of Kiddies. 9. Start of the Men's Race. 10. Mary Sullivan, Winner of the $100 Prize.

Neponset Review

SEPTEMBER 1922

VOL. X. NO. IX.

MAIN MILL WINS 1922 CHAMPIONSHIP

BIRD & SON INTERDEPARTMENTAL BASE BALL LEAGUE

BASE BALL STARS FOR MAIN MILL—PENNANT WINNERS

Front row, left to right: W. J.Murphy, rf; Burke, 2nd b; Tupper, Mgr. 1st; Higgins, Capt. ss and p; W. Duncan, cf; F. Duncan, ss and p; Dower, lf; back row: Donovan, lf; Fisher, 1st b; Mattson, 3rd b; Eck hart, cf; Eppick, c; front: Murphy, mascot.

PARENT-TEACHERS ASSOCIATION

Written especially for the Neponset Review by Mrs. Martha S. Mason, Pres., Massachusetts Parent-Teachers Association, Inc

Parent-Teachers asssociations are by no means new to our communities. In both Norwood, Walpole and East Walpole, associations have been organized for several years. We are very glad to have such an excellent article to print in the Review and hope that the many helpful suggestions may be carried out in our own schools. Ed.

One of the wealthiest towns near Boston has just been told by three sets of experts that it is in the little red school house stage of development so far as school buildings and school equipment are concerned. Although the town is beautifully located, abounds in artistic and expensive houses and well kept grounds, the school houses are most of them of the old wooden construction of civil war times, unsafe from fire, unsanitary, improperly lighted, without assembly halls or play-grounds and altogether quite unadapted to the requirements of modern education.

Why in that town are the school houses so bare and gray and desolate when all about are evidences of wealth and good taste, of modern comfort and convenience? Why are the public schools criticized and why are children taken from them and sent to private schools? Simply because in that town education has not been the chief business concern of the parents, teachers and citizens combined. No partnership has been formed—except very recently in one school—for the purpose of seeing that this town is the best place possible for the growth and development of the boys and girls of the town into the finest men and women they are capable of becoming.

If in each school in the town a well organized Parent-Teacher Association had been functioning, parents and citizens would have become familiar with school conditions and equipments, would have become acquainted with the teachers and learned from the hampering lack of good school facilities, and would have seen that their children were not having a fair chance in the way of fresh air, light, playground facilities and proper sanitary surroundings. A spirit of cooperation and civic interest would have developed, and a school building program, whereby periodically old buildings would have been replaced by a new and modern building would have been developed.

The critical attitude of parents towards the teachers would have been replaced by an appreciation of the fine work of the teachers under perhaps difficult conditions such as overcrowding and lack of equipment, or a willingness to part with an incompetent teacher if another even at a higher salary could be obtained.

The Parent-Teacher meeting held once a month at each school house would have become a forum where the school committee, the superintendent, the parents and the teachers, all vitally interested in the welfare of the children, could discuss those things which concern the growth and development of all the children of the school.

Every day people are asking the questions: What is a Parent-Teacher Association? What does it do? Who can be a member?

Have you ever noticed the hyphen between the first two words? It has been put there with a purpose:—to signify that parents and teachers are equally responsible for the education of the child and can work closely together for its best interests. The association, however, though made up largely of fathers, mothers and teachers, welcomes into membership all citizens who will help make conditions good for the growth of young people and who want the near-by school to be the best possible. The association takes in people of all races,

Bird School and Playground from Top of Chimney

creeds and social conditions and beliefs, making it the most democratic organization in America and the only one in which all kinds of people are working together for all kinds of children. Their common interest in this group is to keep up with Mary and James, Jr., and to give to them and the other children in school a good fighting chance for success in life and for good citizenship. After their children have passed the elementary grades few mothers and almost no fathers have the courage to visit school alone. When the teacher sees a parent coming into the school room she immediately suspects that something has gone wrong. The pupils prick up their ears to find out what is up.

But when all the fathers and mothers go together to the school house once a month in the evening to meet the teachers, the principal, the superintendent and perhaps the school committee to get acquainted, to ask and answer questions about the building, the subjects taught and the needs of the school, then a better understanding between the home and the school is brought about which is greatly to the advantage of the pupils of the school. Few parents have had an opportunity to know the progress which is being made in education, the advantages of the school of today over the school of their childhood, the splendid

training given in music, art and physical development as well as in the three R's. Hence the Parent-Teacher Association which sets a time and invites the teachers and the patrons of the schoo to get together and exchange ideas.

The teachers with their special training have a wonderful contribution to make the home in helping to safeguard youth through the interest started in school in good books, pictures, hand work music, wholesome play, education and recreation. Together, home and school can save the child from the dangers of the street by creating a keen desire for the best during the formative period of life. The standards of home, school and community are raised when all are working for the best interests of the child.

Then think of the wealth of talent among parents and citizens by which the school does not ordinarily profit—just because there is no connecting link between home and school. The Parent-Teacher Association makes all this possible —the school, overburdened by all that is thrust upon it, turns for help to the parents who are glad to respond. A room mother in each grade can see that the teacher who is making some special preparation for a play, or an exhibition of work, or an excursion for flowers has the help of just those parents whose gifts fit them to be of the greatest assistance. In this way the best possible results are obtainable for the children, and the best kind of cooperation is brought about. The more the home and the school work together the more possibilities in education will loom up.

There are often small things in the way of equipment for the school for which there is no appropriation of money from town or city. Knowing the need through teacher, or superintendent, or school committee, the Parent-Teacher Association raises the funds by lecture, concert, entertainment, food sale, or fair, and presents the school with a set of books, a piano, a victrola, a pathescope or a picture, as the need may be. It may provide a scholarship that some poor but ambitious pupil may complete the High School.

To safeguard the children of the town from the dangers of the street the Greenfield Parent-Teacher Association has built three tennis courts, provided a place for swimming, runs community dances where old and young can wholesomely enjoy the pleasure, and this summer has furnished a trained leader in sports to look after the boys during July and August. This is along the right lines of preventive and constructive work—work which in time will reduce the number of our 888 Massachusetts private charities which are giving relief to those whose childhood has in some way been neglected. The Winchester Parent-Teacher Association has centered upon cultivating a love for out-door sports, the forming of habits of early retiring, quiet evenings at home during the school week and good reading matter.

These are only illustrations of the fine results which are being reached all over Massachusetts by the 10,000 members who make up the 135 associations which have banded themselves together into the Massachusetts Parent-Teacher Association, an incorporated organization with state headquarters at 248 Boylston St., Boston. This association, in turn, is only a part of that large national organization known as the National Congress of Mothers and Parent-Teacher Associations which numbers over 400,000 members.

The Parent-Teacher movement in the state and nation is one of the great forward movements of the day. It recognizes the public school as the great bulwark of democracy; the great strides to be made in public education when home and school link forces and the great debt which each generation owes to the next. Its ultimate aim is to interest all people in the education of the child that Herbert Hoover's dream may come true. Mr. Hoover says: "If we could grapple with the whole child situation for one generation, our public health, our economic efficiency, the moral character, sanity and stability of our people would advance three generations in one."

Have you a Parent-Teacher Association in your town?

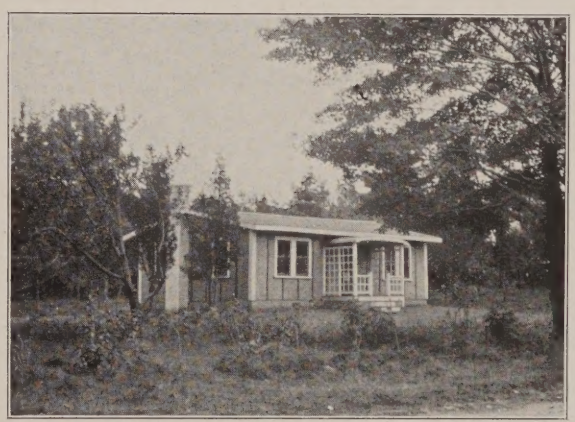
(The first regular meeting of the East Walpole Parent-Teachers Association will be held in the near future of which notice will be given. All residents of East Walpole are urged to attend.)

NEW BUNGALOW

Opportunity Seldom Offered

Chance for Couple or Family of Three

To Own Their Home.



THIS BUNGALOW FOR SALE

This beautiful bungalow and over one third acre of land on Pleasant St. near Water St. is for sale at a remarkably low figure. For further information see Walpole Home Building Co.

Good location.

Four rooms and bath room.

Large lot, 16,500 square feet.

PRICE $ 2000.

Small Payment Down, Balance as Rent.

WALPOLE HOME BUILDING CO., INC.

East Walpole, Mass.

NEPONSET CREDIT UNION

An Explanation of the 12% Interest Charge Actually Figures Less than 6%

Some of our employees have felt that they would like to make use of the borrowing facilities connected with the Credit Union and their only reason for not doing so is that they feel the charge of interest at 12% per annum is exorbitant. Not only are those employees, but all others, entitled to an explanation of this charge.

Loans are made up to $150.00 without security of any kind whatsoever and on such loans it is to be expected that a higher rate of interest will be charged than in the case of loans covered by good securities, on which latter but 6% per annum is charged. However, even though 12% is charged it amounts to much less For instance—if you borrowed money from the Morris Plan Bank there would be first a charge of 2% to cover expenses and then a charge of 6% for interest, i.e. if you wanted $100.00 you would get $92.00. You would be obliged to pay $2.00 per week, in addition to which they would also require you to have two endorsers. Now on each weekly payment you obtain no credit whatsoever; the interest once being paid you get no returns for any partial payments made, except against the principal.

Compare that with the Neponset Credit Union. You want $100.00. If your application is accepted $100.00 is paid to you, and the interest begins to fall off on each payment. Interest is paid weekly, the first amount being 23c and ends up with 1c, so that the total amount paid in interest on $100.00 is but $5.84. The following table shows what the results are each week as payment is made—

$100.00—One Year or $2.00 a Week—12%

Balance	*Interest*	*Balance*	*Interest*	*Balance*	*Interest*
$100.00	$.23	$66.00	$.15	$32.00	$.07
98.00	.23	64.00	.15	30.00	.07
96.00	.22	62.00	.14	28.00	.06
94.00	.22	60.00	.14	26.00	.06
92.00	.21	58.00	.13	24.00	.05
90.00	.21	56.00	.13	22.00	.05
88.00	.20	54.00	.12	20.00	.04
86.00	.20	52.00	.12	18.00	.04
84.00	.19	50.00	.12	16.00	.03
82.00	.19	48.00	.11	14.00	.03
80.00	.18	46.00	.10	12.00	.03
78.00	.18	44.00	.10	10.00	.02
76.00	.18	42.00	.09	8.00	.02
74.00	.17	40.00	.09	6.00	.01
72.00	.17	38.00	.09	4.00	.01
70.00	.16	36.00	.08	2.00	.01
68.00	.16	34.00	.08		
					$5.84

If you borrowed $150.00 you would be required to pay $3.00 per week and the interest would amount to $8.79 against $9.00, 6% straight. If $50.00, interest would be $2.86 against $3.00, 6% straight.

These are facts—not theories. Besides you get a dividend on your share which means 7% per year (at least that is what has been paid for the last few years).

Then, too, don't forget when borrowing from other sources it is necessary for you to go and make payments yourself, which takes your time, whereas with the Neponset Credit Union all this work is done for you.

Are we really charging an exorbitant rate?

HOW TO KEEP WELL

The Light That Does Not Fail

Speeding towards the earth at the stupendous rate of 186,000 miles a second, the Sunshine Express makes the distance from the great central power house of the solar system to the earth in about 8 minutes. This Sunshine Express brings rays without which we could not live. If there should be a strike on that road, the living world would quickly disappear.

Sunlight is truly the dominant factor in human affairs. The coal that we are becoming apprehensive about as to next winter's supply has been well described as imprisoned sunlight. Nature, prodigal in many ways, creating millions of organisms that thousands may live, is in other ways very thrifty. These beds of coal which she laid down millions of years ago are merely carbonized vegetation which originally grew through the action of sunlight on its green coloring matter. The glittering diamond that adorns Milady's neck is simply another form of carbon, and the flush of her cheeks (in the rare instances when it is natural) is due to sunlight.

Sunshine has always held a high reputation in health circles, but lately more definite reasons for this faith in sunlight have been found through the study of its action in the prevention and cure of rickets, a disease characterized by faulty bone formation in the growing child. Inspired by these thoughts we may say that:

> The light that makes our precious stones
> Builds up our percious babies' bones;
> It paints the human lily's face
> And puts red blood into the race.

If sunlight can exert such a powerful influence over the growth of bone and can prevent or cure such a serious condition as rickets, we are justified in emphasizing its importance in the possible prevention and cure of other chronic conditions, such as tuberculosis, faulty nutrition, chronic joint changes, and neuritis. It is reasonable to conclude that a sun-bath can materially contribute to the well-being of average people who do not suffer from any particular complaint. The sun-bath, like the air-bath which we have often advocated, should be more generally employed as a hygienic measure.

As in the case of all hygienic measures, however, this should not be regarded as a "cure-all," and it should not deter any person who is ill from having a critical search made for such important original causes of disease as infection, poison or food deficiency.

Don't get overexcited reading those advertisements of patent vitamine preparations. You can get all you need in vegetables, fruit and milk.

"MOVIES"

Bird Hall

After three months vacation, the moving pictures were started again on September 6. Pictures are to be given the same as during the past five years on Wednesday and Saturday evenings at 7.30 p. m. and Saturday afternoon at 3 p. m.

The following program of pictures will be shown during the month of September:

Wednesday—September 13
Hodkinson picture "Spenders"

Saturday—September 16
Tom Moore in "Made in Heaven"

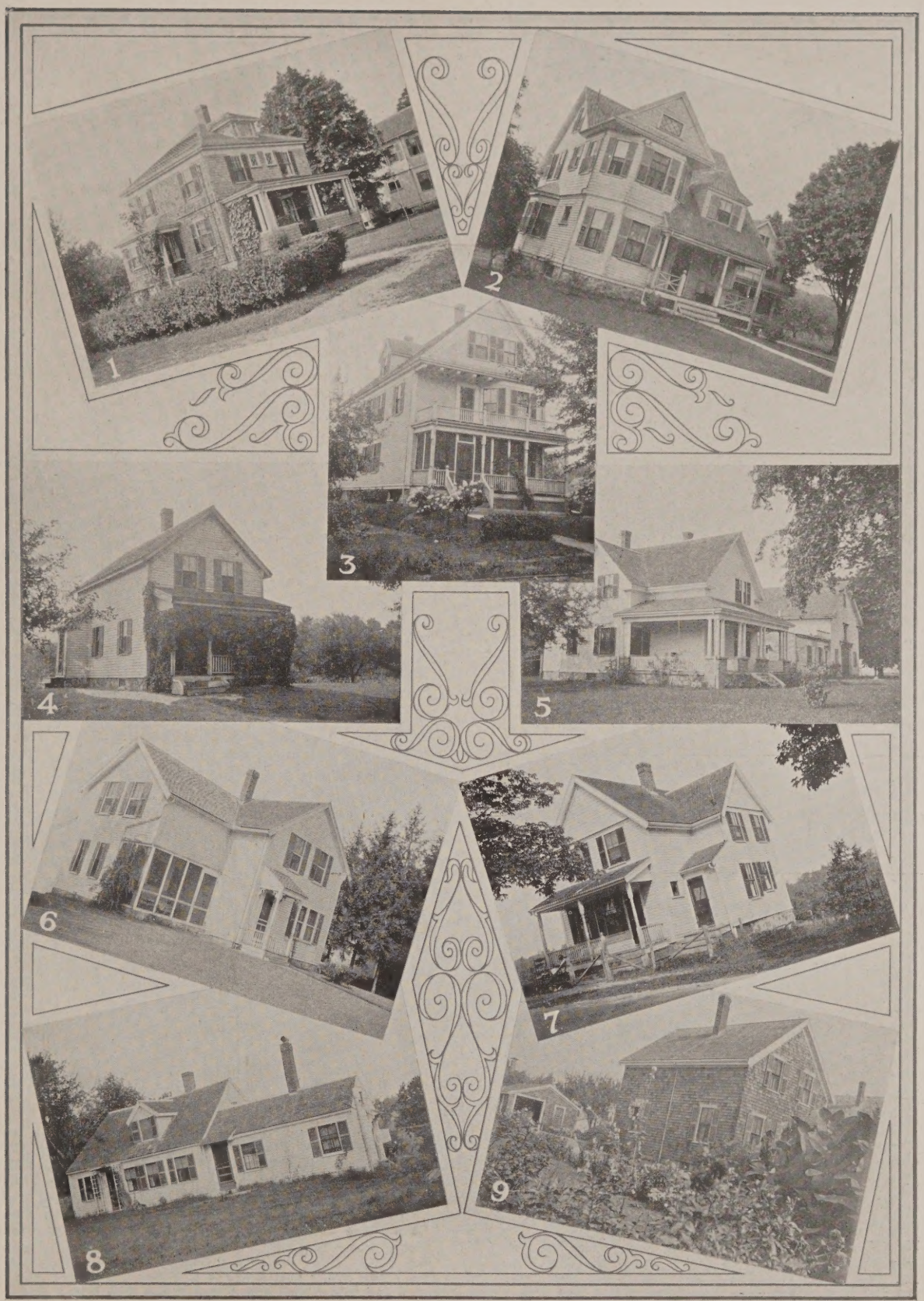
Wednesday—September 20
Elsie Ferguson in "Footlights"

Saturday—September 23
William S. Hart in "White Oak"

Wednesday—September 27
Goldwyn picture "Wet Gold"

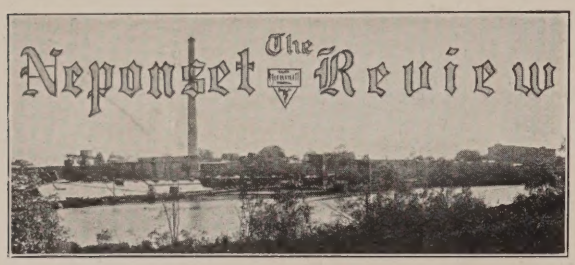
Saturday—September 30
Hodkinson picture "Partners of the Tide"

In addition to the feature pictures shown there will be comedies, news reels, or scenic pictures each evening.



ANOTHER GROUP OF EAST WALPOLE AND NORWOOD HOMES

1. Home of Frank Fisher, Inspector, 282 East St , E. W. 2. House recently purchased by Frank W. Murphy, DF, 285 East St., E. W. 3. Where August Hildibrand, DMB. has made his home for many years, 1294 Washington St., Norwood. 4. Michael Powers, EMY, house at 368 Washington St., E. W. 5. Victor Waslerski home at 298 East St., E. W. 6. Maurice Ahearn, with over 40 years service lives here 10 Bird St., E. W. 7. Property recently acquired by Michael Burke, DMB at 291 East St., E. W. 8. "The Old Pettee Place" 158 East St., E. W. now the home of Arthur A. Smith, DMH. 9. Home of John H. Maguire, DM, 345 Washington St., E. W. showing beautiful grounds and flower garden.



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The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

"To hear always, to think always, to learn always; it is only thus that we advance.

— Marden.

IT WILL BE THE SAME STORY IN 2012

The March of Progress Never Halts

A clerk in the Patent Office at Washington, D. C., in an interview with the head of his department, requested that he be assigned to some other department, since he felt that there was no future in his present position.

"As I view it," he said, "practically everything has been invented and jobs here can't last much longer."

This was in 1833. Ninety years ago. Before the marvelous development of the electrical industry, before automobiles, motion pictures, radio, cement construction, airships or even safety razors were ever dreamed of. Before the many thousands of inventions that are a part of our daily lives in 1922 had come from the brains of men.

This story, and it is a true one, is recommended to those who believe that our industry is perfected —that present methods of manufacturing paper, paper boxes, roofings, floor coverings or any of our products admit of no improvement.

(*Use the Suggestion Sheet inserted in this issue.*)

KNOWLEDGE

"Once upon a time a young man went to Socrates, the Greek philosopher, and said: "Sire, I come to you in search of knowledge. I have heard much about you and have come a long way to find you. Will you not tell me how I can gain knowledge?"

Socrates said, "Follow me."

The youth followed Socrates to a body of water and was surprised to see him wade into it up to his waist. He followed him and Socrates grasped him by the arm and head and thrust his head under the water. He held him there until it seemed the youth would surely perish. He dragged him to the shore and waited for the youth to catch his breath, then said, "My boy, what did you most desire when I held your head under the water?"

The youth replied, "Air."

Socrates said, "Go your way and remember that when you want knowledge as much as you wanted air when you were under the water, you will get it."

PERSONALITY

"A man is not all included between his hat and his boots."

There is something, however, that does not inhere in his flesh, nor in his brain, nor in his body, but something which seems to radiate from his presence, a vital force, which attracts us. We call it magnetism or atmosphere and it extends far beyond his physical body.

We all know people in whose presence we experience a sense of peace, of well being. We are glad to be near them. Why? Because they are pleasant to all-comers; they are not selfish, nor proud, nor do they radiate to the extent to which we might call, "stuck up."

Now that we know what it is to have personality, let us all try to make ourselves greater men. If we do not understand personality, let us watch the man who has it.

— E. E. Brown, PT.

A BETTER OUTLOOK

With the coal strikes virtually settled, the only obstacle that seems to stand in the way of better times is the railroad shopmen's strike. The shopmen's strike has put a heavy burden on all business, and especially on fruit and garden truck districts, where products could not be shipped and, in most cases, were a total loss to the grower.

Another encouraging sign of he times is the tendency to bring the wages of unskilled labor in some of the larger industries, up nearer the average. This is particularly the case in the steel industry. The U. S. Steel Co. as well as most of the independent steel companies have raised laborers wages during the past month 20%, or from 30 cents per hour to 36 cents per hour.

While another indication is the resumption of work in the cotton mills of New England, many of which were closed since early spring on account of strikes against wage cuts. Practically all tne mills have restored a 15 or 20% reduction made at that time.

When all is said, he that writes a book runs a very great hazard, since nothing can be more impossible than to compose one that may receive the approbation of every one.

—CERVANTES.

Varied tastes in reading can be satisfied among the books recently received in our library:

International Relations	Parker
Seeing Things at Night: reprints of short essays in leading weeklies	Brown
Reflections of a T. B. M. (Tired business man)	Williams
My Life Here and There	Princess Cantacuzene
Some Things That Matter: how to concentrate; how to observe; how to judge things, etc.	Lord Riddell
Streaks of Life	Smyth
Occupations: how to choose a life work	Gowin
Old plantation Days	Rutledge
Full Up and Fed up: life among the working classes in Great Britain	Williams
Fourteenth Census of United States Manufactures; Massachusetts Industries	
Revised Laws of Massachusetts	
Mirrors of Downing Street	Anonymous
Working with the Working Woman	Parker
Some new stories	
Quin	Rice
Vanishing Point	Dawson
Sundry Accounts	Cobb
A Little More	Maxwell
Tragedy at the Beach	Johnston
Ragged Edge	Macgrath
House of Reunion	Watts
Man in the Shadow	Child
Hands of Nava	Child
Rilla of Ingleside	Montgomery
Blue Aloes	Stockley
Rich Relations	Mackenzie
Smiting of the Rocks	Beals
Prisoners of Hartling	Beresford
Girl from Montana	Hill

A MAGAZINE FOR BUSINESS WOMAN!

A new magazine for women is to make its first appearance in September, and if it lives up to the aims and aspirations it voices in the attractive prospectus sent out in advance, it will undoubtedly be "some magazine."

THE BUSINESS WOMAN will fill a big gap in the lists of women's magazines, for it will be the only one devoted exclusively to the interests of the self-supporting girls and women in business, trade, industry and the professions. It will be national in scope and will have no club, political nor religious affiliations. It is to stand for the best in every way that life has for the self-supporting woman today.

Beside delightful fiction, good illustrations, articles of general interests and timely subjects, there will also be real stories of women who have made good, who have reached the top in some specific line, and who through the pages of THE BUSINESS WOMAN will deliver their own messages of encouragement and help to all those who are still struggling on the ladder of success.

Special articles will tell of the opportunities that the various fields, commercial, mercantile, industrial and professional, have to offer in the way of careers for the ambitious girl or woman; while a number of departments covering book and dramatic reviews, fashions, beauty hints and the thousand and one activities that go to the making up of a business woman's life, all combine to make a magazine that promises much for the progress and development of the woman in the business and financial world.

GIRL SCOUTS

Considerable interest is being shown in a plan recently put in operation by the Girl Scouts of East Walpole for the purpose of building up the fund in their treasury. The girls are hoping to have a home for themselves—where they can hold their meetings and do a great deal of the work on their tests—and know that the first step toward this point is to get money in the bank.

Through the kindness of some of their friends, each girl has been given One Dollar which she is to invest in various ways, in an effort to see how much money she can make, with that as a starter, in six weeks. All money that is earned can be re-invested with the original dollar, so that the final result should be very interesting.

The girls are ready to take orders for cakes, doughnuts, canned fruits or vegetables, jellies, jams, candy, crocheting, tatting, knitting or plain sewing. If you have anything along any of these lines that you would like to have done, please get in touch with one of the Scouts and see how well they can do them.

The contest closes September 23. The winner will be given Scout equipment which she may pick out, the value to be determined by the amount of money she has earned at the end of the contest.

Following is a list of the Girl Scouts, with the names of the persons who furnished the Original Dollar:

Gladys Anderson	Mr. A. H. Anderson
Olga Anderson	Mr. S. H. Kay
Arabelle Bridgham	Mrs. G. R. Wyman
Bertah Broadley	Mr. R. G. LaFountain
Mary Coburn	Mr. S. W. Smith
Sarah Coburn	Mrs. W. E. Harper
Blanch Collins	Miss A. S. Blaney
Gladys Harper	Mrs. F. W. Bird
Edith Jonah	Mr. L. E. Tarr
Elizabeth Kimball	Mr. G. R. Wyman
Emily Kimball	Mr. G. R. Wyman
Muriel MacDonald	Mr. F. W. Fisher
Jean Phelan	Mr. G. M. Graves
Helen Smith	Mr. R. M. Springer
Eleanor Whitehead	Mr. C. W. Conrad
Grace Broadley	Mr. S. B. Montgomery

The girls who are working for the Flower Finder's Merit Badge made the study of ferns the object of a short hike recently. They took their supper with them and had a very pleasant as well as instructive time. Six different kinds of ferns were found. Those who went were Lieut. Smith, Gladys and Olga Anderson, Muriel MacDonald, Arabelle Bridgham, Sarah and Mary Coburn and Blanch Collins.

CURRENT EVENTS

The coal question is not "If Winter Comes" but "When Winter Comes."—*St. Paul Dispatch.*

Some people can drive an automobile. Others just sit at the steering wheel and trust to luck.—*Preston (Minn.) Republican.*

The modern man thinks he is roughing it if he walks in the park wearing a soft shirt with the collar open.—*Birmingham News.*

The man who criticises girls for showing their charms is the one who wraps a ten-dollar bill around a roll of ones.—*Birmingham News.*

If Mr. Ford should be elected president, we presume it would be possible to buy accessories and stamps at the same post office window.—*Little Rock, Arkansas, Gazette.*

And the fellow who kicked himself last spring because he bought a load of coal that he couldn't use now brags about his forethought.—*New Orleans Times-Picayune.*

Speaking of seniority rights, how about including the American public? Mr. U. S. Citizen has been on the job longer than any railroad official or union employee.—*St. Paul Dispatch.*

The peaceful citizens who are going about the country wrecking trains probably feel that they are doing what they can to create plenty of work for the railway shopmen when the strike is settled.—*Indianapolis News.*

WE ARE MEMBERS OF THE NATIONAL SAFETY COUNCIL

BOX SHOPS, POWER AND MAINTENANCE DEPARTMENTS HAVE PERFECT SAFETY RECORDS FOR AUGUST

Floor Covering Slips from First Place, While Both Main Mill and Building & Roofing Have Bad Records

	No. Emp.	Accidents	Days Lost	Standing %
FX 1 and FX 2	192	0	0	1.000
EM and ER	144	0	0	1.000
FF	190	3	8	.924
FB	315	6	17	.906
DM, DF and DV	246	4	31	.861
	1087	13	56	.938

The Box Shops continued their excellent No Accident record during the month of August and they are now on their fourth month without a lost time accident, the last one having occurred on May 17th. The Box Shops are certainly to be congratulated on their fine record for the year. Up to date only three accidents have occurred in both shops which meant lost time, and a total of only thirteen days was lost.

Power & Steam and Maintenance have also done remarkably well. They went through the month of August with a perfect record and have only six minor accidents for the first eight months.

The Building & Roofing plant went completely bad last month, having a total of six lost time accidents, with a total of seventeen days lost. William MacDowell, FBE, wrenched his back leaning on a safety belt and lost two days. Sam Seroni, FBF, cut his wrist on the wire from a bundle of shingles and lost a day. Michael Conroy, FBF, caught his knee between a barrel and truck and lost two days. Dominic Marinelli, FBF, strained his back pulling aroll off arbor on No. 1 machine and lost two days. Harry Bellew of FBM made a misstep and fell into a pit. He lost four days. Fred Trucco, FBV, who was riding on a jitney platform when it struck a truck and threw him against the stakes of the platform, lost six days.

Accidents in the Main Mill were also high. Charles Mihis, DMH, scratched his left forearm on the first of the month and did not report it until the seventh, after it had become infected, and had a very sore arm. He was very fortunate to have lost only three days. If he had waited any longer it would have been much more serious. Stanley Paul, DMH, jammed his hand between a bale of pulp and the wall, causing a loss of five days. Vincent Grudinsky, DMP, caught his forefinger between the wheel and reel of paper, taking a chunk out of his finger and causing a loss of thirteen days. John Lewis, DMP, lost ten days when he caught one of his fingers between the lever and step of calender stack while putting a weight on the calender.

FFF, after having a clean record for two whole months, slipped back into their old habits again, and had three accidents, with a total of eight days lost time. Mike Dzurbanick, FFN, caught his arm between some rolls and lost three days. Angelo Erasmi, FFP, let a set of rolls drop on his left foot, badly smashing the toe and causing a loss of three days. Leon Narbut, FFB, couldn't have been looking where he was going and stumbled over the platform in front of the Brigade Room, spraining his ankle. He lost two days.

We had altogether too many accidents in August. This month let's remember what we did last September during "No Accident" week and go through with a month that we can all be proud of.

Safety Committee.

Suggestion Column

The following suggestions were accepted during the month of August and the standard prize of $5.00 awarded for each:

Use of Y Connection on Vapor Line at FBQ ..... Ralph B. Pierce, FBQ

Slide for Glue Kettles in FXR Combiner Room — Harold Higgins, FXR

Install Door Between Pump and Blower Rooms, FBQ ..... William Letts, FBQ

Change in Valve and Gauge on Pressure Tank in FBQ ..... William Letts, FBQ

Sand for Fire Protection at Stills, FBQ ..... William Letts, FBQ

Install Handles on Strainer Cover, FBQ Pump House ..... William Letts, FBQ

Additional Posts Back of FF Ovens ..... Joseph Adamonis, FFP

Lower Angle Iron Brace, No. 4 and No. 5 Hangers at FF ..... Stuart Nickerson, FFN

Put Valve on Bottom of Rug Border Tank in Undercoat Room at FF — Stuart Nickerson, FFN

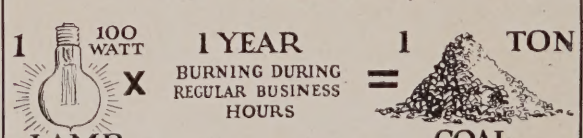
We're cleverer than the monkeys. So we eat ourselves sick, and have doctors.

Help Save Coal

Switch off Your Electric Light When You Leave Your Bench, Machine or Desk

If you will cultivate this habit when you leave your work for lunch, for conference or any other reason, a material economy will be effected. This equally applies to motors, drills, fans, dictaphones, heaters, etc.

Save Electricity



This indicates the large amount of coal required to provide electric light for our buildings.

Conserve Coal

Eliminate waste and extravagance. Let "Electric Light Saving" take the place of "Daylight Saving".

Notes from the Plants and Offices

MAIN PLANT

The Main Mill Baseball Team having won the pennant in the mill league is now waiting for the same reward the office team got last year. The players are all measured for their sweaters.

John Curran will probably swap his machine in for a Pierce Arrow shortly after Labor Day.

If any one has any nice fresh goldenrods will they please send them to Mr. Robert Morse. Bob has quite a liking for wild flowers.

James Kivlin has about seventy-five bushels of potatoes for sale. Bird & Son employees will be given preference.

C. Schaier found himself without a hat when starting home late one night. He keeps it locked up now.

Tom Morris says taxes are lower in "Slingtown." By right they should pay people for living there.

With No. 5 machine going strong it is making almost as much paper as is made in the brigade room.

Mike McDonough is still eating blueberry pie.

We hope Harry Mann won't start any race riots this summer.

A record-breaking week at FXF; Thursday, August 31, a record for daily production, and week ending August 31 had a record weekly production.

R. L. Tupper is off on a vacation the first two weeks in September.

So many people on vacations here last week that we were all too busy to find news.

S. W. Smith, Harry Mann, Harry Wentworth and O. T. Goodspeed all put in appearance Tuesday, September 5, in Mill Office after the best vacations ever. Charlie Conrad is still enjoying his freedom.

Kodaks Never Lie. Someone caught these fellows right in the act. Bill wouldn't let go of the roll 'til he had tasted.

Gus Hills is romping around in the hills, bet he's running away with the blue ribbons wherever he is.

Everyone looks so tickled to be back after a vacation. Makes a Monday morning look so rosy especially when it's a Tuesday morning after Labor Day.

Can't the Mill do something for the Bird Club boys? They sure do look awfully hungry these days.

MILL OFFICE VACATIONS

Mr. Wyman,	Lake Archer.
Mr. Montgomery,	Scituate.
Miss Smith,	Poughkeepsie, N. Y.
Miss Foley,	AT HOME.
Steve Smith,	White Mountains.
Mr. Schaier,	Short Trips.
Mr. Burke,	Old Orchard.
Miss Helen Johnson,	Montreal.
Mr. Goodspeed,	Short Trips.
Mr. Mann,	Swift's Beach.
Mr. Score,	Scituate.
Mr. Hills,	Raymond, N. H.
Miss Handy,	Cotuit.
Miss Gladys Johnson,	AT HOME.
Mr. Fisher,	Short Trips.
Mr. Conrad,	Lake Archer.
Mr. Merrill,	Dublin, N. H.
Mr. Sheehan,	Hampton Beach.
Mr. Duncan,	Old Orchard.
Mr. Wentworth,	"Down in Maine."
Mr. Paine,	Lake Pearl.
Harold McNeeley,	Canada.

Ben Taylor is spending his vacation with his family at Woodstock, Vt.

Dick LaFountain is taking a trip through Vermont and Canada.

Miss Ruth Koch has taken a position in PN.

ENGINEERING NOTES

F. B. Duncan and Harry Anderson spent a restful vacation at Old Orchard Beach.

Andy Urquhart, Frank Whitehead and Charlie Rafuse claim that the clams are big and plentiful at Barnstable.

C. W. Conrad spent his vacation at his cottage at Lake Archer, keeping in touch with the outside world by radiophone.

T. J. Cullinane and Charlie Paine took a trip to Montreal on their vacation to view the horse races. Charlie reports that the mineral spring water makes a fellow feel like a cross-cut saw. It took two to handle him.

Sam Kay took a trip to the Cape during his vacation.

Sam Gladding went to his camp on Narragansett Bay.

What was the idea, Sig, playing croquet with the girls in your bare feet? Why didn't you tell them that you fell in the lake and that your shoes and socks were on top of the hen house drying?

John Smith made many trips piloting his faithful Essex between his old homestead and Holliston during his vacation.

D. G. Merrill started out on his vacation. We saw him in his Ford towing a canoe along. He said he was going to Dublin. Is it Dublin, N. H. or Dublin, Ireland?

Jim Hadden has returned from a trip to Scotland. He has many interesting stories to relate.

H. A. Wentworth spent his vacation in Maine trying to eat the elusive square-tailed trout.

Dave Regan and family spent a pleasant 2 weeks sojourning in the wilds of New Hampshire. Most of all, Dave enjoyed the striped bathing suit borrowed from his friend.

Bill Carberry's horse, "Prince," is getting too fresh in the Main Mill yard. He thinks, I suppose, because he works at the Building & Roofing plant that he has a right to push the Main Mill people around to suit himself. Just because he saw a long, black hair on Joe Sheehan's shoulder the other day, he made a grab. We don't know whether he was just trying to pick the hair off or kiss Joe; but, anyway, Joe got bit on the shoulder. The matter was referred to Frank Fisher, the Safety Inspector, and now "Prince" is wearing a guard.

—"SAFETY FIRST."

While Jack Dower was on his back under his flivver the other noon, doing a little repair work, Marshall Grant drove into the garage and over Jack's legs. But Jack's legs were in Marshall's stall, so you see it was up to Jack. Well, anyway, Jack yelled, so Marshall went over them again; and, perhaps if Jack had yelled any more, Marshall would have gone over them for the third time. Yelling is bad business sometimes, don't you think so, Jack?

LOST

One slide rule, worth to owner 9 dollars, finder please return to J. A. Sheehan, Eng. Div.

NO. 1 BOX SHOP

Harry Tower has just returned from a camping trip through the White Mountains. He says he had a very enjoyable trip.

Sam Hunter says his Briscoe makes a dandy little sailboat. He found this out while on his way to Barnstable where he found the heavy rains had changed the streets into rivers. Sam says Barnstable is a great place to spend a vacation and, judging by his appearance, we believe he is right.

Savina Donicelli, one of our little creaser girls, surprised us with a sparkler not long ago, but she says she will be with us for a while yet.

WALL BOARD MACHINE IN NEW BOX SHOP

We have all seen Wall Board, but did you realize the tremendous pressure and large machines needed to produce it. This shows the final operations on the sheet, the cutter is in foreground.

We all hope Helen Goldberg will get her operator's license soon. She was so disappointed when she failed the first time.

Freddie Duncan can not decide which position in baseball he can really play the best—pitcher, out fielder, or *first base coach.* Can anyone help him decide?

P. J. McDonald of FXF visited the Graphic Arts exhibition last Saturday and found it very interesting.

Roy Fullerton has returned from a vacation spent at his old home in Maine. He says he likes to get back to nature once in a while.

WE HAVE A NEW POET

Mr. Editor, I am a bounder,
Just a common, everyday rounder,
Yet its no idle boast
That I'm known, coast to coast,
For my judgment, than which, none is sounder.

By the shades of Pendennis and Pickwick,
I think that my pen is a bit quick,
But for anything new
I read the Review,
Hence, you know that I'm not really too thick.

If you have good literary digestion,
Kindly swallow this little suggestion,
And I'll collect five,
If I'm still alive
When we're granted this meagre concession.

Just give us a five-day week—
I don't think its too much to seek—
A four-hour day
And triple our pay;
Now that's being humble and meek.

Still, before I let out the clutch,
I'm used to good eating and such,
So two hours to dine
With free beer and wine
Surely wouldn't be asking too much.

Now you may tell Mr. Bird for me,
That next President he will be.
If he grants what we ask,
We'll give him the task,
We'll have more time to vote then, you see.

Frederick J. Ellis, FXF.

BUILDING AND ROOFING NOTES

Ray Call, of FBM, is still wondering what repairs are to be made on the "Library." He is still hanging on to the papers.

Bassett patronizes only the "High Class" restaurants, of course, but even the "best" slip once in a while. We thought for a while that perhaps the new flivver had a bent wish bone again.

We are glad to welcome back to their duties Watson, Bassett, Boothby, Knight and Francis. Watson claims the Maxwell carried his family 430 miles on 20 gals. of gas over the country roads of Maine. Bassett brought home the mud of New Hampshire and Vermont. Boothby and Knight bring fish stories, and Francis the perfume of roses and honeysuckle, all looking fit for their work.

The Ford wins! Even our Mr. Lines has appeared out in a 1923 Ford car.

Harold Knight, PBL, tells us that he can catch chickens as well as fish. To prove it he says when he returned from the pond he left a baited hook on the back steps. A great fluttering was soon heard in the back yard. A chicken had tried to swallow the worm left on Knight's hook.

Bassett stands to lose his official job of cat executioner. Savage has taken a very active interest in stray cats and it is said that his last deal was certainly the pussy's ankle.

FLOOR COVERING

At about the time this number of the Review comes out Frank Maguire, our versatile Chief-Chemist, is taking unto himself a wife. While as accessaries before the deed we have unmercifully "razzed" him, we now make amends by offering him hearty congratulations.

Nearly all types of men come along looking for work and sooner or later representatives of all types land jobs. If anyone doubts this he may come here and look us over 'til we show him. The latest startling type was a would-be confidence man. But thanks to Jim Wall who supplied the confidence and the money and Foreman Ghen, who did the sleuthing, he landed in Judge Sanborn's Court at Dedham.

Ralph Wight has a new car, a "Chev"—or it was new once. If you ask him, he will tell you that the dizzy little boat is giving him lots of valuable experience. Sometimes, like most cars, it balks, but one day it actually ran

away, just like a calf, took the bits in its teeth and bolted when no one was looking. It did not get far until it hit an immovable object and stopped short. For some days thereafter, we noticed that he carried a hitching block.

Miss Haslam, our genial nurse, is vacationing in Virginia.

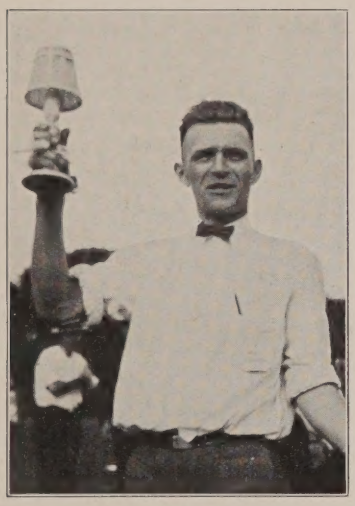
Sutherland drives a party car one week, Jepson the next.

Scene one day in front of FF office:

Sutherland—"Where the —— is Jepy?" and after a few more "raves" takes a tumble and goes to the garage for his own car.

Narbut's legs are large, for he is a husky lad. Nevertheless a bit of a stumble over the Brigade Room step laid him up for several days with a severely sprained ankle.

We were shocked to hear of the swift and terrible blow that an auto gave "Jimmie" Weir on the night of September 2. As we write he is in Norwood hospital where Dr. Brennan is doing everything possible for him. His condition is critical. We extend sincere sympathy.



WHO'S WHO?

We Light the World

Leo Bernier Crying his Wares at the Bird Club Carnival

HERE'S A SNAPPY ONE

Be a booster—like a rooster—always crowing loud and long; keep a yelling what you're selling—put some Pepper in your song.

If you're tired go get fired—hunt a job you think will suit you. Be a Getter—times are better for the man that packs a smile; take your licking or quit kicking—dig right in and make your pile.

The War is Over and there's clover in the pastures all around; it's not waiting or debating but making hay out of the ground. Watch it growing—always showing lots of blossoms—it's Alive. If you're a dead one go use a lead gun—drones ain't wanted in this hive.

Be a Doing—quit your stewing—get a move on, grab some kale: don't let your head get feeling dead yet—Sweat and Smile and You Can't Fail.

—Contributed by John Selden, FFF.

MAIN OFFICE

Bill Hale is improving his golf game at Oak Bluffs. We expect to hear tales of some wonderful—or is astonishing the word?—scores when he returns.

The Floor Covering Department is claiming all honors in tennis. Of course, they are becomingly modest about it but who could blame them for crowing a little?

Frederick Bundy, who has been in the Floor Covering Department as correspondent this summer, has left to return to school. His place will be filled by George McKenney, of the Accounting Department.

May Sword has been given charge of Customers' Accounts and Marion Smith has been transferred from the Comptometer Department to work with her.

There are several newcomers this month whom we are glad to welcome: Stuart Keith, Estelle Singer, and Raymond Helbig in the Accounting Department; and William Guthrel, Floor Covering Sales, and James F. Stanton, Box Products Sales.

We are wishing every success to Elsie Nelson of the Cost Accounting Dvision who left us September 1st to take up physical training.

WHO'S WHO?

Everybody knows Tom Lavin; but did you know he was a cop? Tom has recently been transferred to the Main Office.

Harry West has left us to become a booster of Neponset Floor Covering with Nimrod Olsson.

The latest sport in the waters of Onset is "Farmer in the Dell" with plenty of the fair sex. For further information, ask Howard Whitney.

IN THE GARDEN

Listen, good people, and you shall hear
Of the finest garden of the year.
On the eighteenth of April, in Twenty-two,—
Scarcely a man could better do
That these maidens who started this career.

One said to the other, "It's garden time,
And so I think we really should see
If the ground can't be plowed and covered with lime
So that when we're ready, the rest will be.
First we need tools and then we need seeds;
A rake and a spade, and a hoe for weeds.
What shall we plant? Some beets and some beans,
Tomatoes, lettuce, cucumbers—oh, 'steens,
And some squash and cabbage and corn, by all means.

"And then our clothes. Oh, my dear—what to wear!
'Tis a problem others will have to share."
"Why not knickers? They are hard to beat
As to comfort *and* they're nice and neat."
"Just what we need—I'll get a pair."
"And I my riding breeches can wear."
So you can see just how simple it is
When girls do really get down to biz.

So all the season they surely worked
And so the result could be nothing but good.
They dug and delved, they hoed and ne'er shirked,

HOT DOG(s) A Carnival Snapshot

They worked in that garden as folks always should.
And then, one bright day, a small bean reared its head,—
"Shall we name it for Mary or Edith?" they said.
They could not decide, so left unnamed
This bean which should have been far famed;
But soon for companions it did not lack.
And the girls who started this career
Both claim that next year they're going back
To the finest garden of the year.

CHICAGO

"WINDI-CITI-ITES"

So far, no one on a vacation has had anything but beautiful weather. The rain surely has missed this city all summer. Notwithstanding our having little rain the weather has on the whole been remarkably cool.

Records continue to be broken each week on the machines. Both No. 1 and No. 2 Machines have both broken records on all products during this past month. The boys now are enjoying a package of cigarettes for each record-breaking or non-stop run rather than a cigar. Other Mills please take notice—we honestly expect to get 1500 squares of American Twin Shingles out in 10 hours soon if we get the "right" felt.

The Single Tennis Tournament is rapidly nearing its close. "Arch" Downey leads in the first bracket while Thurston, Kelley and Wilson are fighting it out in the second bracket for the privilege of playing Downey.

A. H. Anderson visited here this week from East Walpole. "Andy" claims that swimming at Onset week ends reduced his waist line several inches. "Bob" Morse, Dennie Cullinane and "Bill" Pat take notice.

With all the miles of streets to cover in order to pick up our employees during the car strike, but very few were even a few minutes late. Every one owning an automobile helped out and together with our big trucks we got by nicely. The strike lasted a week and ended in a compromise in that where the men asked 80c per hour and the company offered 65c, they finally came to terms at 70c, making them the highest paid street car employees in the country.

A "Fair" Load
Picture showing one of our autos loaded up during the street car strike

M. Johnson is again with us in the shipping crew. He is relieving the truck drivers for vacations.

Mr. D. H. Moore has left to take up the territory of Western Wisconsin, Mr. E. R. Clark is taking Mr. Moore's place at the office.

The Lances both father and son of our Maintenance Dept. drove to Pittsburgh on their vacation and came back reporting a very good trip.

VACATIONS AND WHERE WE WENT

C. E. McEachren,	Toronto, Canada.
Miss L. Palmer,	Saugatuck, Michigan.
Mr. W. F. W. Stafford,	Niles, Michigan.
Miss B. Dunn,	Saugatuck, Michigan.
Mr. J. C. Specht,	Blue Island, Illinois.
Mr. Freeman,	East Walpole, Mass.
Miss D. A. Imeson,	AT HOME.
Miss C. McCarthy,	Saugatuck, Michigan.
Miss M. Kelly,	Long Lake, Illinois.
Mr. J. E. Prairie,	South Haven, Michigan.
Mr. J. Kennelly,	Antioch, Illinois.
Miss M. Anderson,	Lake James, Ind.
Miss R. Moore,	AT HOME.
Miss D. Lyndon,	The Dells of Wisconsin.
Miss G. Sandberg,	Sawyer, Michigan.
Mr. F. Smith,	AT HOME.
Mr. H. A. Brandau,	Cedar Lake, Indiana.
Miss Nellie Cambell,	Fox Lake, Illinois.
Mr. E. Gach,	Bass Lake, Indiana.

IT'S GOOD

We want to congratulate the Chicago branch on the well got up, snappy MILL and OFFICE Weekly News they are issuing.

The following are selected from the late issues:

That's an Eagle on your dollar—not an Ostrich. The Eagle is a fighter—he is an American Bird. The Ostrich is a quitter—he was imported. It doesn't take much to scare an Ostrich, and when he gets scared he sticks his head in the sand. Then it is an easy matter to sneak up on him and steal his feathers, for a hat. You never see Eagle feathers on a hat. The Eagle, the fighter, is an American Bird. That is why he was put on your dollar. Your dollars should be fighters—fighting "Eagles"—ever alert for opportunities, and swift to take advantage of them. The dollar that sticks its head in the ground at the slightest provocation isn't an American dollar—it isn't a fighting dollar — its a quitter. Put your dollars into homes. Help build up your community and join in its profitable growth. The most staple security is a home.

WHO'S WHO?

B. J. Overholt, Purchasing Agent, Chicago, standing in front of a pile of coating asphalt and looking over the two months supply of coal he bought at $2.75 per ton.

It is now $12.00 per ton f. o. b. mines.

Pray—yes. But when you get up from your knees, don't sit down and wait—get out and hustle.

THE LADDER OF SUCCESS

100 per cent—I did.
90 per cent—I will.
80 per cent—I can.
70 per cent—I think I can.
60 per cent—I might
50 per cent—I think I might.
40 per cent—What is it?
30 per cent—I wish I could.
20 per cent—I don't know how.
10 per cent—I can't.
0 per cent—I won't.

—*American Woolen Co. Bulletin.*

ALL PATHS LEAD TO HOME

Tracng every human attainment back to its basic elements, all paths lead to home.

The memories of home largely influence a child's respect and affection for its parents.

Your social position and business status are largely determined by the success of your home.

The better home is at once an incentive and a reward.

The good home is not so much expressive of your finances as it is an indication of your taste and good judgment.

And a home is not a good home unless it is well roofed.

PHILLIPSDALE

Loyd Allen, our genteel Office Clerk is the proud father of a baby girl born Aug. 7th. We wish the baby good health and good luck Loyd.

On August 10th the employees of DPG held a shower in honor of Miss Alice McCusker. A table was set at noon-time with fruits and candies. And many beautiful presents were given to the bride to be.

Miss Alice Maguire has returned from her vacation looking very happy. Is there any good news to give us, Alice, or did you trot through the state of Maine all alone?

George Hawley and Rex Salisbury both have returned from their vacations. George spent his time touring through Massachusetts, and Rex spent his time building a Garage for the auto that he is going to get to go touring.

KELLEY–McCUSKER

An attractive wedding took place August 23rd at St. Margaret's Church, Rumford, when Miss Alice McCusker and Mr. Charles Kelley both of Phillipsdale were married by Rev. Father Hanley, pastor of the Church, who celebrated a nuptial high Mass. The bride was accompanied by Miss Mae Gannon as bridesmaid and Mr. Newman Forestal acted as best man. After the ceremony a reception followed at the home of the bride's brother. Later Mr. and Mrs. Kelley left on a honeymoon trip to Maine.

CARD OF THANKS

Mrs. Kelley wishes to thank her friends and associates in DPG for the beautiful presents given her.

WORK

I believe that God meant us to work. I believe that he meant that we should earn our living by the sweat of our brows. But I believe he meant us to love our work so much that we might play at it, find real and profound pleasure in it, and so labor on. . . . The curse of our times is the vast army of people who care nothing for their work, who labor solely for money.

—David Belasco.

A SUGGESTION FROM MR. BIRD

I have received a detailed report on orderliness in office departments. I do not wish to distribute this report at this time. Later I shall ask of the Office Manager a further report at which time I hope for a somewhat better one. In the meantime I wish to suggest—

a. Do not, at the end of the day, leave unfinished work on the top of the desks.

b. Keep cabinets and desks, inside and outside, orderly. Junk all material not needed. Have weekly or, at the most, bi-monthly clean-ups.

c. It should be the duty of each department head to watch conditons so that the Office Manager will be relieved of supervision.

d. Do not hesitate to suggest to the Office Manager changes that will help reduce congestion, or keep conditions more orderly in the office. It is his duty to supply shelves, space, etc., in order to create a better appearance.

—Charles S. Bird.

DO YOU REMEMBER?

The old Paper Maker Dances? Concert 8 to 9 p. m.; Grand March at 9 o'clock sharp; dancing till 5 a. m. Supper served in lower hall, Harvey Blunt, caterer.

When J. H. Maguire and Jim Geary had to drive to Stoughton "After the Ball"?

When all the dances were held on Friday night and we had to work seventeen hours Saturday?

When Hod. Hathaway ran the Livery Stable?

When Plymptonville was full of pep?

When the boys used to hire Dolly from Frank Stockwell and the Grey Ghost from "Old Gazer"?

When "Toughie" Everett sent for the Sharon Band?

When we went to Phillipsdale and Crescent Park in the electric car?

When the E. M. B. A. went to Nantasket?

(Those were the happy days)

When J. H. Maguire rode the high wheel?

When Carl Schaier climbed to the top of the flag pole in front of the Main Office? He has taken on more weight since.

LITTLE TALKS FOR SAFETY MEN

Have you ever noticed the man sitting up against the sunny side of some building along the main street of the city with his hat in his hand and pencils in his hat? Have you ever noticed the fellows going around town with one coat sleeve hanging limply at the side or with one leg missing and using crutches?

Have you ever noticed that the man who is trying to make an honest living selling lead pencils is really an object of charity? Have you ever noticed that most all those who are charitable are either working men or women? Have you ever asked any of these poor unfortunate cripples how they happened to lose the valuable members of their anatomies? Try it. You will probably hear—

"Caught in an elevator; tried to put a belt on by hand while the machine was running; tried to jump on an electric car while it was running, or on a train while it was moving; thought he could put a belt on a pulley with his foot; got a scratch and didn't take care of it—septic infection; lack of safety training; *lack of safety thought*; got in too much of a hurry; took a chance and didn't get away with it; didn't think." In nine cases out of every ten it will develop in the end that the whole thing simmers down to the one idea—*the man didn't think.* Mead Co-operation.

Look at the bulletins. What do they say? Think—and then be careful. Try to be a "safety man." Smile. If you cannot smile, something is wrong. Be examined. There may be poison in your system. Get it out. Think of wife and baby; think of what Baby said to you as you were leaving for work—"Good by, Daddy. Don't get hurt. Bring me some candy." If you forget safety today she won't get her candy, and may have to do without many of the necessities of everyday life.

Roll up your sleeves. Loose sleeves and ragged clothing may cause more trouble than tearing them.

Don't lose your head. Use your goggles when grinding. Don't use broken tools.

Be good to your feet. Your feet stand the brunt of many a hard day's work. Treat them fairly. Protect them from injury by wearing good shoes. Your fingers are your fortune — take good care of them. Don't dig for a sliver with a toad stabber.

Go to the emergency room. Many a good man lost his life in trying to be his own doctor. For all cuts, no matter how slight, use a few drops of iodine. It will prevent blood poisoning if used at the right time.

Cut out the horseplay. Stop, look and listen. Animals are always cautious. Should man who has more brains be less careful?

Think safety, believe in safety, talk safety and work safety. Others will follow you.

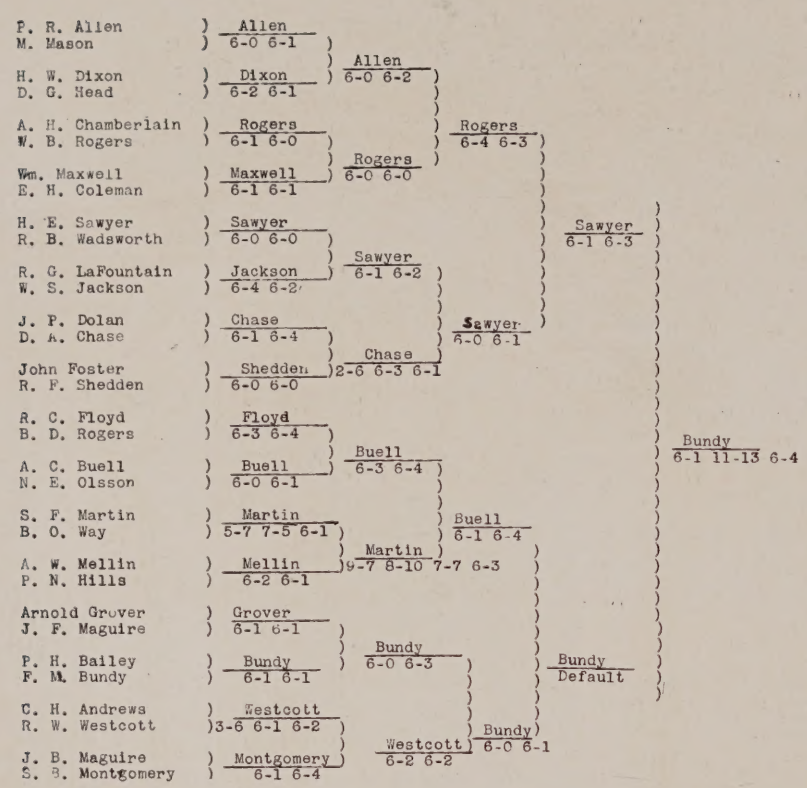
—F. W. Fisher.
Safety Inspector.

East Walpole Tennis Club

SILVER PLATE

Elimination Tennis Tournament

1922



MEN'S DOUBLES ELIMINATION TENNIS TOURNAMENT

1922

The men's doubles tournament has started and without a doubt will be finished by the 20th of September. The first round has already been played off.

The way they lined up for play in the first round: P. H. Bailey, P. R. Allen *vs.* E. E. Gillis, A. W. Smith; R. C. Floyd, H. E. Sawyer *vs.* A. C. Buell, B. D. Rogers; B. O. Way, B. K. Way *vs.* F. Dunn, W. Freeman; W. B. Rogers, R. W. Westcott *vs.* C. H. Andrews, J. P. Dolan; R. G. LaFountain, H. W. Dixon *vs.* A. H. Chamberlain, R. B. Wadsworth; H. W. West, N. E. Olsson *vs.* P. N. Hills, J. F. Maguire; R. Shedden; D. A. Chase *vs.* D. G. Head, W. S. Jackson., A. W. Mellin, S. F. Martin *vs.* William Maxwell, Ed. Tarr.

The man who offers a poor suggestion shows that he is, at least, interested. But the man who never furnishes the boss with even one idea, be it punk, is about as productive as frozen hen's eggs.

—Silent Partner.

"A man seldom rests well when he lies down on a hard job."

TENNIS

The Silver Plate Elimination Tournament came to a close Friday evening August 18, 1922, after one of the most interesting seasons it has ever known.

Never before has so much interest been shown by the participants and by the followers of the game, both men and women.

Some of the matches in the first round could not be figured out on paper, and therefore caused a good deal of talk, before and after they were played.

The second round was no less exciting than the first. Martin and Mellin played fifty-seven games before the winner could be decided. Chase after losing the first set to Shedden came back and won the next two.

We were all disappointed in the semi-finals, inasmuch as Buell had to default to Bundy on account of a business trip.

The final match was by far the best exhibition of tennis ever played in East Walpole. Bundy seemed to have everything his own way in the first set, but the tables turned slightly in the second and after playing twenty-four games, Sawyer won 13–11. The third set was just as exciting and close as the second had been, but did not last quite as long, Bundy winning 6–4.

THE STUFF THAT COUNTS

The test of a man is the fight he makes,
  The grit that he daily shows;
The way he stands on his feet and takes
  Fate's numerous bumps and blows.
A coward can smile when there's naught to fear,
  When nothing his progress bars,
But it takes a man to stand up and cheer
  While some other fellow stars.

It isn't the victory after all
  But the fight that a brother makes;
The man who, driven against the wall,
  Still stands up erect and takes
The blows of fate with his head held high,
  Bleeding and bruised, and pale,
Is the man who'll win in the by and by,
  For he isn't afraid to fail.

It's the bumps you get, and the jolts you get,
  And the shocks that your courage stands,
The hours of sorrow and vain regret,
  The prize that escapes your hands,
That test your mettle and prove your worth;
  It isn't the blows you deal,
But the blows you take on the good old earth
  That shows if your stuff is real.

—The Three Partners.

"Disappointment does not come from getting too little, but from wanting too much."

BASEBALL

Main Mill Wins Pennant

League Standing

	Won	Lost	Per Cent
Main Mill	7	2	.778
Main Office	4	4	.500
M. B. A.	0	5	.000

THE DECIDING GAME

Main Mill 6—Main Office 1

The Mill had the best team on the field they could get together. With "Miller" Higgins in the box, pitching one of the best games of his career.

"Bill" Murphy twirled for the office and was going like a champ, until the fifth inning. Then Mattson came up and connected with a fast one for a clean single, "Miller" followed with a three

MAIN OFFICE BASEBALL TEAM 1922 (Ex Champions)

Front row left to right: W. Murphy, Capt. p. and 3rd: Shedden, c. E. Murphy, 1st: White, 2nd: Maclean, 1 g. Back row: Smith; Murphy, r: Dolan, c: Hall, p.

bagger scoring Mattson. "Bud" Fisher, as always, came through with a single which scored Higgins.

The sixth inning brought more disaster than the fifth, the Mill scoring three runs, the Office none.

The Score:

	1	2	3	4	5	6	R	H
Main Mill	0	0	1	0	2	3	6	8
Main Office	0	0	1	0	0	0	1	3

Main Mill 9—Main Office 8

On August 4th, the hard hitting Main Mill team took the champion Office team into camp by the close margin of one run.

The Office led until the fourth inning, when Fisher, Eppich, Duncan and Higgins landed on "Mike" Hawkins' delivery for four nice hits with three extra bases, scoring five runs.

The champions were handicapped by the fact that three of their regulars were away on vacations.

The Score:

	1	2	3	4	5	6	R	H
Main Mill	1	1	2	5	0	0	9	8
Main Office	2	0	3	3	0	0	8	8

Leaders of the Champions. Bird & Son, inc.
Interdepartmental Base Ball League
R. L. (Russ) Tupper, Manager and H. L. (Miller) Higgins

QUOITING TOURNAMENT

Bird & Son Silver Cup

First round ties. 21 Shots up.

Flowers	vs	Hood
Wallace	vs	McLachlan
Angus	vs	Hammond
Rogers	vs	Cobb
Donovan	vs	Walsh
Duncan	vs	Whitehead
Bruce	vs	Urquhart
Hunter	vs	Tupper
White	vs	Young

Ties to be played on or before Sept. 20, 1922.

This is how Lyman Small, FFM, looks since coming in contact with an ordinary knife.

"BE CAREFUL"

ENTICING VIEWS TAKEN BY SOME OF OUR VACATIONISTS

1. Hydroplane on Lake Maranacook, Maine, Marjorie Abbott CD. 2. Royal Palms, Bermuda, W. E. Freeman, AD. 3. Isle of Night, Bermuda, G. P. MacKenney, CF. 4. Kenneth Rouillard AC, ready for the Cave of the Winds, Niagara Falls. 5. Sunset at Monhegan, Maine, Mrs. A. C. Foss, GL. 6. Niagara Falls, R. C. Campbell, AC. 7. Marblehead Neck and 8. Provincetown Harbor, D. E. Merrill RC. 9. Devils Lake, Wisconsin, D. Lydon,, Chicago. 10. White River and Green Mountains, Vermont. 11. A well represented Neponset group at York Beach, Maine.

Neponset Review

OCTOBER 1922

VOL. X. "SAFETY NUMBER" NO. X

NO ACCIDENT WEEK

OCTOBER 23RD — OCTOBER 28TH

FLOOR COVERING PLANT SAFETY COMMITTEE

S. W. Gurney, Chairman; P. J. McCall; A. Burdett; Wm. Mannimon; G. B. Sodergren; A. Bown; F. W. Fisher

For a year, since No-Accident Week in September, 1921, bulletins have been posted each month showing the standing of the different divisions in the contest for the Safety Banner. Real effort has been made to avoid accidents—some months have shown an encouraging record, some months have been very discouraging in the number and nature of the accidents. On the whole, however, progress has been made.

Now, another week has been named during which we all are to do everything possible to avoid getting hurt ourselves and to prevent accidents to others.

On the bulletin boards, in the "Review" and through personal talks by the Safety Inspector and the foremen, attention has been called time

and again to the usual causes of accidents. Very few, only about 21 in 100 are caused by machinery. Mose of them come from poorly piled or badly and carelessly handled materials, falls, and neglected cuts.

A low accident record shows that we are thinking about our work. Wool-gathering, thinking about last night's party, what we are going to do to-night, thoughtlessness of the other fellow are the real causes of wrongly piled materials, tools lying careless about, upturned nails on the floor, and the hundred and one other fool stunts which exact such a big price in time and money, and, worst of all, in suffering. It is increasingly becoming a matter of pride to be able to say that

Main Mill Local Safety Committee
J. B. Maguire, S. W. Smith, Chairman, A. J. McDonald, Ed. Scanlon, Alfred Maier, F. W. Fisher, J. J. Burke, Arthur Massey

you have not been hurt on your job. It marks you as a careful, thoughtful worker who gives all of his time and attention to the task in hand.

Taking chances is a dangerous game. For one week, beginning October 23, let's all resolve that we will not get hurt ourselves, and, if possible, we will prevent an accident to a fellow worker.

A special Publicity Committee consisting of R. G. La Fountain, Chairman, Frank Fisher, L. M. Pratt, and Peter McCall is assisting the Central and Local Safety Committees in the work of stimulating interest in and calling attention to No-Accident Week.

Last year, No-Accident Week was marred by only one small accident. This year, lets not have even one.

Don't Get Hurt.

A MESSAGE FROM THE SAFETY INSPECTOR

Safety week will soon be here. Are you preparing for it? Make up your mind now that you will be careful.

1. That you will handle materials carefully.
2. That you will watch your step so that you will not fall or be the cause of anyone else falling.
3. That you will not be the cause of any object falling on the other fellow.
4. That you will not use broken tools.
5. That you will not step on or strike against nails.
6. That you will not take a guard off a machine without putting it back.
7. That you will report any dangerous places you see to your foreman, the Safety Committee, or the Safety Inspector.
8. That you will do everything you can to help your department make a good showing.

Frank W. Fisher,
Safety Inspector.

WE ARE MEMBERS OF THE NATIONAL SAFETY COUNCIL

SEPTEMBER ACCIDENTS HIGH

Floor Covering Plant Wins Banner

No Plant Has Perfect Record

Building & Roofing Has Especially Bad Month

Standing

	No. of Emp.	Acci-dents	Days Lost	Standing
FF	185	1	2	.978
DM, DF and DV	244	2	2	.972
FX 1 and 2	198	1	11	.954
EM and ER	141	1	9	.944
FB	244	7	41	.848

The Floor Covering plant won the Safety Banner for September, having only one accident, with two days lost time. The Main Mill was very close on their heels with two minor accidents, which only meant one day lost in each case.

The Box Shops spoiled their remarkable record on September 18 when Earl Hanson grabbed a

Building & Roofing Local Safety Committee
L. M. Pratt, A. H. Boothby, E. L. Chamberlain, Chairman, Gustaf Johnson, L. N. Seavey, R. C. Call.

chain in the Cartridge Cutting Room and his hand was pulled into the sprocket, cutting his fingers badly and causing the loss of the end of his third finger. Previous to this accident, the last one which had occurred in the Box Shop was on May 17, which means that they went four months without a single lost time accident—a very good record. They tell us now that they are off again to beat that one.

William White of the Main Mill electricians had a painful accident on September 20 when he tried to save his helper from falling and an iron barrel tipped over on his foot, fracturing two toes on his right foot.

FB had seven lost time accidents. Five of these were minor and only caused a few days lost time in each case. John Carlson had a painful accident when his arm was caught between the idler rolls of No. 1 machine, bruising it very badly. Adolf Ketty was also painfully hurt when a piece of pipe which had been left in the machine flew up and hit him in the face.

September accidents all show a reduction of one from our August record, but it is altogether too high. No member of our organization wants to get hurt or see anyone else hurt. Consequently, let all of us appoint ourselves a safety committee of one to see if accidents can be avoided. Remember "No Accident Week," October 23 to 28. Let's not have a single accident during that week and then let's keep the good record up all the year round.

Central Safety Committee.

NEPONSET CREDIT UNION

As we have said before the Neponset Credit Union is a place to "save" money. In order to show more concretely the emphasis placed upon the "Save To Get It" idea, we produce here a few significant paragraphs from the little pamphlet used as a payroll insert entitled, *"What do you want?—how to get it, by one who got it":*

"As I said before, there's a lot of bull in the usual thrift talks. Personally, I could never see the sense of saving without any definite object. Of course the man who saves gets ahead; the saver usually gets the better job, 'cause a savings account somehow seems to steady a man, and a bank account keeps one out of the breadline or poorhouse. But somehow these things don't appeal much to the average healthy fellow. It is far more interesting and attractive to spend money for some immediate thing than to salt it away for some vague thing that may happen to you a million years from now.

"But when you are saving for a purpose—saving to get something you want—there is real fun in saving. To see the figures in that old bank-book grow gives me a thrill that nothing else does.

"I'm no miser—I hate a piker—but every now and then I like to get out my book, look over the long lines of figures and dream of the next thing I will get. Dream isn't the word, though, 'cause it isn't any dream—I *know* I will get it.

"Saving *can* be made easy—and saving *will* get you what you want. I have been saving for fifteen years now, and I live better, my family has more, and I have no fear of the future. I'm paying for my home, we have a family flivver, my wife isn't ashamed of her and the youngsters' clothes, and the kids will get the kind of education I wish I had.

"And I'm still saving! How much would I advise you to save? Well, that's a pretty hard question. It depends on what you want, how much you want it, what you earn, how big your family is and a whole lot of other things."

SUGGESTIONS

"Every decade sees the discovery of some kind of new world. Printing, steam, electricity, telegraphy, the phonograph, the aeroplane, radio—each has revealed a new world; each is but a prophecy of greater discoveries yet to come."

The progress of the world is measured by thought. Step by step the advance has been made. Our progress, too, is measured by the improvements brought about by the thought of people interested in making paper, felt and their products. Your opportunity to aid in the advancement of the business and in your own advancement is before you daily. Write out that idea and drop it in the nearest Suggestion Box.

The following suggestions were accepted during the month of September, and the standard prize of $5.00 awarded for each:

Run Piece of Apron Cloth Between Wire and Suction Roll on DP Paper Machine, when Machine is Down	William Livingston, DPP
Improvement on Blow Off Pipe on Asphalt Stills, FBQ	Milton R. Beasley, FBQ
Operation of Dampers on Asphalt Stills, FBQ	Milton R. Beasley, FBQ
Method of Combining .260 Prestic Wadding	Ercoli Ronci, FXN
Electric Fan to Help Dry Wet Felts in DWM Wash Room	Thomas Peatfield, DMW
Improvement on 45 HP Motor Controller on FBPM1	Harold R. Miller, FBE
Improved Method of Splicing Felt at FB	Stanley Allen, FBM
Improvement on Measuring Drum, FBPM1	Raymond C. Call, FBM
Install Ductor Blade on Top Cooler, FBPM1, To Take Coating Off	Thomas A. Smith, FBP
Levers on Rug Border Machine Ductor	Austin MacAloney, FFD
Improvement in Changing Copper Roll, FF Rug Border Machine	Austin MacAloney, FFD

CARGO OF RUBLES WILL NOW GET YOU A CUP OF COFFEE

MOSCOW, Aug. 24—Americans contemplating visits to Russia should bring with them suitcases of ample proportions in which to carry their money, for ordinary pocketbooks have long since ceased to be adequate for carrying the huge quantities of paper currency that one is required to have in order to exist. The following menu from one of Moscow's leading restaurants indicates that one can dine rather well for 25,000,000 or 30,000,000 rubles.

	Rubles
Beefsteak	5,000,000
Soup	3,500,000
Strawberries	4,000,000
Potatoes	3,500,000
Ham (two slices)	4,000,000
Chops	6,000,000
Coffee	1,250,000

It may also be interesting to know that, under normal rates of exchange, a ruble was worth approximately seventy-five cents in United States currency.

—Editor.

FIRE PREVENTION WEEK OBSERVED BY BIRD & SON FIRE BRIGADES

The President of the United States, the Governor-general of Canada and the Governor of the United States, by executive proclamation, set aside the period commencing on Oct. 2 and continuing to Oct. 9, 1922, the fifty-first anniversary of the great Chicago fire, to be observed as "Fire Prevention Week" throughout the continent of America.

This week was fittingly observed by the Fire Brigade's long drills and talks on "Fire Prevention." The President's proclamation was read at the regular drills and all firemen were asked to make a special drive to eliminate all fire hazards during that week.

The good work started that week should continue throughout the year and not only the members of the Fire Brigade, but anyone in our organization should see that it is, in the homes as well as in the plants. It is high time for sober reflection on the causes of our exceptionally high and increasing annual fire waste.

The last twelve months have registered a total of nearly 15,000 lives lost by fire, while during the same period over 16,000 persons have been seriously injured. Careful analysis shows that over 80% of these are mothers, children up to the end of school age, and infirm or aged persons, all of whom are dependent upon strong able-bodied men for protection. This analysis proves the utter inadequacy of our system of protection in the homes and schools where these dependent ones are domiciled.

The burning rate of property for 1921 rose to the staggering total of over $485,000,000, a sum greater than was spent in the same period for the education of all our youthful citizenship. It is estimated that in 1922 we will pay an excess of over $20,000,000 in our taxes by reason of the properties burned in 1921.

No statistician will be able to figure the economic waste in consequence of the destruction of our industrial and mercantile operations. The disruption of working and sales forces, loss of time and money to skilled workmen, loss of business clientele, etc., all tend to register a business catastrophe.

The unwonted destruction of our forestry is also a matter for pertinent consideration. Our supply of timber has been diminished in recent years in such proportions as to cause alarm as to the needs of future construction. The largest percentage of our forestry losses are the result of our own habits of carelessness.

Eight-seven per cent of all property losses and ninety per cent of losses of life and injury are found, by analysis, to be the result of our lack of education as to the causes of fire and our careless, yes reckless, habits of life.

Sixty-five per cent of the number of fires have their origin in homes where the inmates have given little or no consideration to the fire prevention education of the family. Schools have a burning ratio of five for every day of the year, while hotels, clubs and residences of transients are on fire on an average of fifteen for every twenty-four hours.

The question comes to us individually: How much have we contributed either in thought or definite program in the saving of this dreadful waste of life and property? It is a question for commercial and economic consideration, requiring the whole-hearted consideration of all business interests. Fire Prevention Week was set apart in order to awaken public interest not only for the week but that the enthusiasm might be expressed in action every day of the year.

OCTOBER FIRE DRILL

The regular fire drill of the Main Mill Fire Brigade was held Monday evening, October 2, assembling in the Brigade Room. They were given instructions by Chief G. R. Wyman that the drill was for time and that a lighted torch had been placed on a raft on the river as a target for the crews to play at. Box 655 was pulled in and seven lines of hose were quickly playing on the target. Company 6, consisting of Captain George Wallace, Lieutenant J. H. Graney, Hosemen D. Broderick and J. Maroney, and Hydrant man J. J. Moylan, were credited with having the fastest time.

After the hose was taken care of, the company re-assembled in the Brigade Room and were given a talk by Chief Wyman, who brought out the fact that October 2 to 9 was "Fire Prevention Week" and the President's proclamation for "Fire Prevention Week" was read.

Ex-Chief Walsh of the Boston Fire Department gave a very interesting talk on fire prevention, and Fire Inspector Fisher brought out many important points to look out for regarding prevention of fires.

The Building & Roofing Fire Brigade were guests at the drill and meeting, as well as Mr. F. W. Morrill and Mr. Dinze of the F. W. Morrill office, Norwood. Messrs. Fitzherbert and Peak of the Underwriters' Bureau were also present.

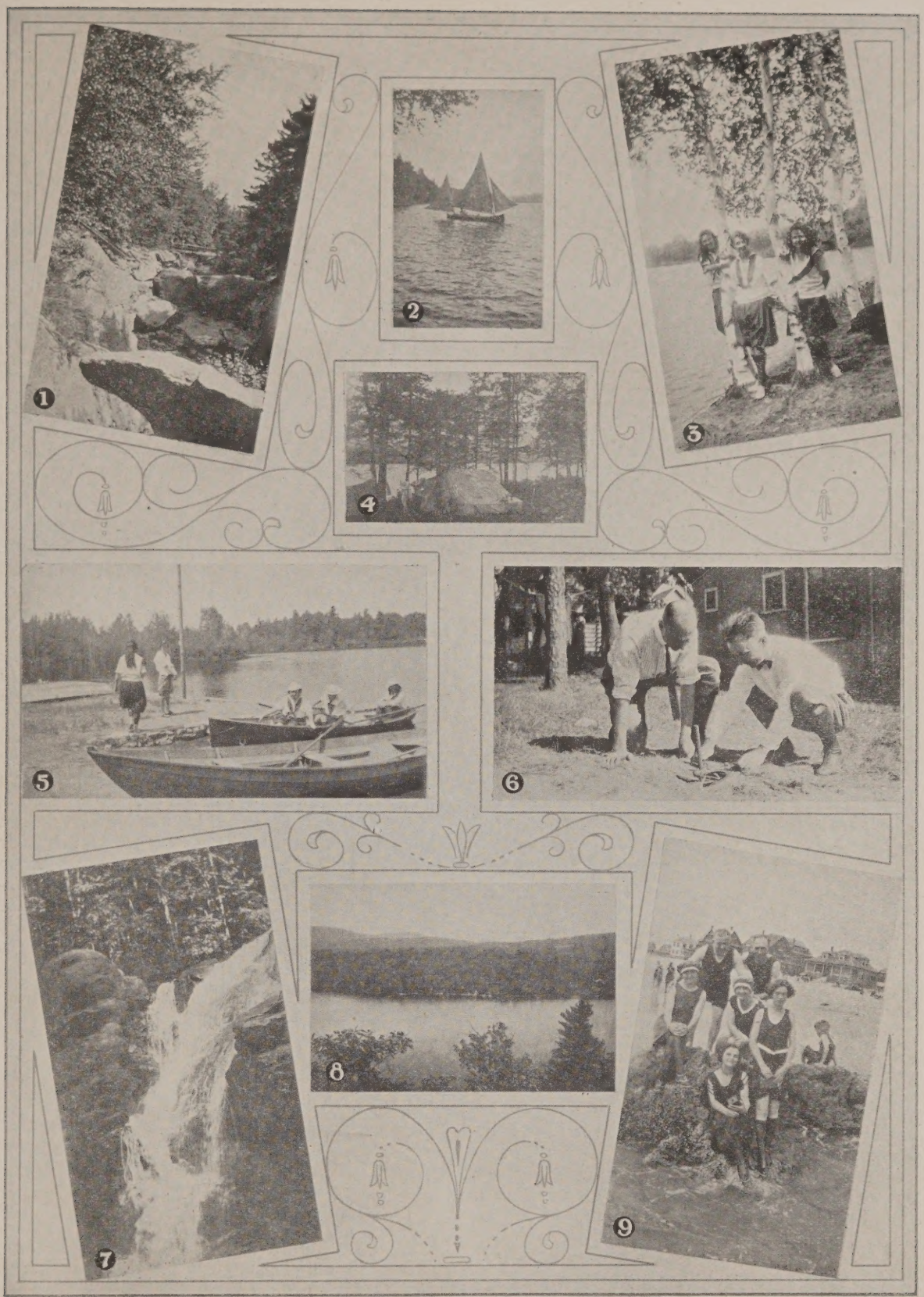
Ex-Chief Walsh, in his talk, suggested that Mr. Wyman award a prize for the best suggestion on fire prevention turned in by members of the Fire Brigade during the week of October 2 to 9. Following Mr. Walsh's talk, Chief Wyman announced that he had accepted the suggestion of Ex-Chief Walsh and would award ten dollars for the best suggestion and five dollars for the second best suggestion on fire prevention during the week.

"KEEP FISHIN'"

Hi Somers was the durndest cuss
  Fer catchin' fish—he sure was great!
He never used to make no fuss
  About the kind of pole er bait.
Er weather, neither; he'd jest say,
"I got to ketch a mess today,"
  An' toward the creek you'd see him slide
  A-whistlin' soft an' walkin' wide.
I says one day to Hi, says I,
"How do you always ketch 'em, Hi?"
  He gave his bait another switch in,
  An' chucklin' says, "I jest keep fishin'."

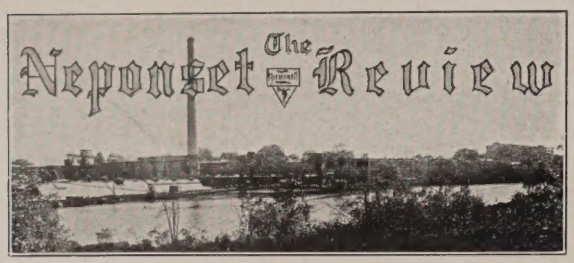
He took to readin' law at night
  An' pretty soon, the first we knowed,
He had a lawsuit, won his fight,
  An' was a lawyer! I'll be blowed!
He knowed more law than squire McKnab!
An' though he had no "gift of gab"
  To brag about, somehow he made
  A sober sort of talk that played
The mischief with the other side.
One day, when someone asked if Hi'd
  Explain how he got in condishin,
  He laughed an' said, "I jest kept fishin'."

Well, Hi is Gov'ner Somers now;
  A big man round the State, you bet—
To me the same old Hi, somehow;
  The same old champeen fisher, yet.
It wan't so much the bait er pole,
It wan't so much the fishin' hole,
  That won fer Hi his big success;
  'Twas jest his fishin' on, I guess;
A cheerful, stiddy, hopeful kind
Of keepin' at it—don't you mind?
  And that is why I can't help wishin'
  That more of us would jest keep fishin'.



VACATION MEMORIES

1. Falls in Flume, Franconia Notch, M. E. Kaler, PL. 2. The "Squip", Thorndike Pond, Jaffrey, N. H., D. G. Merrill, EM. 3. Lake George, Bennington, N. H., Ruth Patterson, AD. 4. The "Sooty Tan" Camp on Thorndike Pond, Jaffrey, N. H., D. G. Merrill, E. 5. Tall Pines Camp, Lake George, Bennington, N. H., Ruth Patterson, AD. 6. A Disputed Point, W. E. Sumner and B. R. Taylor, Onset. 7. Indian Leap, Ammonoosuc River, North Woodstock, Vt., M. E. Kaler, PL. 8. Lake Massasseum, Bradford, N. H., David Regan, EMM. 9. Harry Anderson, Fred Duncan and Party at Old Orchard, Me.



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Editor and Publisher, B. D. Rogers

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The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Without virtue, and without integrity, the finest talents and the most brilliant accomplishments can never gain the respect and conciliate the esteem of the truly valuable part of mankind.

—George Washington.

WHO IS THE LOSER

At the October drill of the Main Mill Fire Brigade, Ex-Chief Walsh of the Boston Fire Department gave a very interesting talk to the men about preventing fires. In the course of his remarks he asked, "Who would be the loser if our plants were destroyed by fire?" Have you ever asked yourself this question? It surely is food for thought, and he pointed out the losers would be all of us who live in this community, work in the plant and depend upon it for our income.

Bird & Son are insured against loss by fire, but we are not insured of steady work if the plant should be wiped out by fire. Let's all of us help prevent fires.

THE MIND IN THE MAKING

If some magical transformation could be produced in men's ways of looking at themselves and their fellows, no inconsiderable part of the evils which now afflict society would vanish away or remedy themselves automatically. If the majority of influential persons held the opinions and occupied the point of view that a few rather uninfluential people now do, there would for instance, be no likelihood of another great war; the whole problem of "labor and capital" would be transformed and attenuated; national arrogance, race animosity, political corruption, and inefficiency would all be reduced below the danger point. As an old Stoic proverb has it, men are tormented by the opinions they have of things, rather than by the things themselves. This is eminently true of many of our worst problems today. We have available knowledge and ingenuity and material resources to make a far fairer world than that in which we find ourselves, but various obstacles prevent our intelligently availing ourselves of them.

—James Harvey Robinson.

THE MEANING OF WORK

We are faced with grave issues—the whole world is faced with grave issues, and work is the only solution of the problem, the only remedy for our many ills. There are thousands of men and women in America, in Britain, and in other countries, only too anxious for work, clamoring for work, praying for work. Is it not tragic that those who have work do not put forth their maximum effort to so speed up trade that room is made for their suffering brothers and sisters outside in the streets?

As soon as trade begins to boom the unemployed problem begins to dissolve. It is surprising how often so obvious a fact is overlooked. It is up to every worker, whether man or woman, manual worker or clerk, employer or employee, to work harder now than they have ever worked in their lives, to put sixty minutes to every hour, to abandon the clock-watching, "thank-God-it's-Saturday" attitude, and by the sheer force of enthusiasm, determination and concentrated effort to set the wheels of trade revolving with ever-increasing speed.

When all workers work there will be work for all.

—Forbes Magazine.

TODAY

Old Yesterday hain't no more use
Than rubber boots is to a goose;
So saddle up and ride away
From that there wuthless yesterday.
Hook your spurs in the broncho Hope
And hit a high and swinging lope
Across the range of things that are;
Leave that old past so blessed far
Behind that you can't even view
It through a glass if you try to.
Your failures, shucks! forgit 'em all;
Don't let 'em know you hear 'em call.
Look up and see the rainbow smile;
To-day's the only time wuth while.
To worry is to show your hand
To every fellow in the land;
To worry is to let folks know
You think you hain't a fighting show.

—Author Unknown.

"Books are waste paper unless we spend in action the wisdom we get from them."

The many bulletins from extension schools recently received at our library are reminders of opportunities for development, both through correspondence and class instruction, in various lines. If we have not one on the particular course any one may require, we will gladly send for it upon application.

How much more joy in our work if it is accomplished to the satisfaction of ourself and others, and how much greater the chance of advancement if we do something to help ourselves. Intelligent study is almost certain to bring its reward. If it is not possible to pursue a particular course under competent instructors, resort to your library and follow the best systematized reading list it can offer. Our own library and the town's are at your command and by special arrangement books may be borrowed from the Boston Public Library.

Some recent additions to our library:

International Relations	James Bryce
No greater question of universal interest than peace between the nations, and no one better fitted to show the way than was James Bryce with his intimate knowledge of international questions.	
In One Man's Life; Theodore N. Vail	Paine
The Days before Yesterday	Hamilton
Interesting incidents in his life in connection with men and women prominent in political and social life.	

Some of the new stories

Big Peter	Marshall
Once Aboard the Lugger	Hutchinson
The Veneerings	Johnston
Purple Pearl	Pryde
More Tish	Rinehart
Uncle Bijah's Ghost	Lee
House of Rimmon	Watts
The Pharisees	Gibbon
Obstacle Race	Dell
Rella of Ingleside	Montgomery

HOW TO BURN SOFT COAL 50 PER CENT MIXTURE WITH HARD BEST

An explanation of the difference in and the correct way to use anthracite and bituminous coal has been issued by Fuel Administrator Eugene C. Hultman for the special convenience of Massachusetts householders who will probably have to accustom themselves to burning soft coal this winter because of the shortage in anthracite. He says,

"The main difference between the burning of anthracite or hard coal and the burning of bituminous or soft coal consistes in using the proper amount of air, and bituminous coal requires a stronger draft than anthracite.

"Last winter many successful household experiments were made with a mixture of bituminous and anthracite coal in the present heating apparatus. By successful is meant that heat and comfort were obtained and money saved without change being made in grate bars or firepots.

"There should be no smoke nuisance in burning a mixture of anthracite and bituminous coal. Smoke is caused by the incomplete burning of the volatile or gaseous matter in coal. The Bunsen burner principle, that is, a mixture of the proper amount of air with the gas given off by the coal when heated, practically eliminates smoke and soot. The amount of air necessary varies with the kinds of coal. The low volatile bituminous contains two or three times as much gaseous matter as anthracite.

"For a trial in the furnace or heater no change is necessary in grate bars or firepots and the following proportion is suggested:

" 'Two shovelfuls of domestic anthracite to two shovelfuls of bituminous, which should be put on the fire after the blue or gas flames are coming up through the anthracite coal.'

"After a week's experiment it will be possible to ascertain whether a greater proportion of bituminous may be successfully used.

"By putting the bituminous and anthracite on the fire separately, small air spaces exist in the anthracite. By opening the slide of the front door, or slightly opening the door itself, a greater volume of air is drawn in over the fire. Thus the quantity of air in an anthracite burning apparatus may be materially increased to secure efficient combustion in burning a mixture of anthracite and bituminous coal. The chimney draft may be easily regulated.

"Because of the tar content in bituminous coal, 'run of mine' or 'slack' will run together and form a substance like 'coke,' which can be easily broken into lumps with a poker. On this account bituminous will not drop through the grate bars until burned to a dust. It is not necessary to have lump or 'prepared sizes' of bituminous coal, although the 'prepared sizes' are more convenient if domestic anthracite is not available for mixing purposes.

"When bituminous coal is mixed with anthracite, the greater amount of heat generated by bituminous will burn all combustible matter in anthracite and there is no necessity for sifting ashes. Also the ash content of bituminous is about one-half the amount in anthracite.

"For starting the fire bituminous may be used for quick results and only a small amount of wood is necessary, as bituminous coal is a free burning coal.

"As bituminous is freer burning than anthracite, it may be necessary to give a little more attention to the fire and furnace. However, this rendition of personal service will result in a material reduction of the domestic heating bill.

"Only low volatile or 'smokeless' bituminous coal should be used.

"Pocahontas and New River bituminous coals are the two most popular low volatile brands in this market.

"By throwing a moderate amount of water upon the bituminous pile at the point from which the coal to be fired is taken, the dust and dirt objection is overcome, as well as reducing the amount of smoke noticeable when coal is first thrown on the fire. There is no danger of spontaneous combustion.

"Many furnace and heater manufacturers have advised this office that their product is constructed to burn either anthracite or bituminous coal."

HOW DOES THIS STRIKE YOU, BROTHER?

If we're thoughtful, just this minute,
  In the things we say and do,
If we put a purpose in it
  That is honest, through and through,
We shall gladden life and give it
  Grace to make it all sublime,
For, though life is long, we live it
  Just this minute at a time.

Yesterday is gone! Tomorrow
  Never comes within our grasp;
Just this minute's joy or sorrow,
  That is all our hands may clasp.
Just this minute! Let us take it
  As a pearl of precious price,
And with high endeavor make it
  Fit to shine in paradise.

—*The Whirling Hub.*

WANTED—ARTISTS FOR REVIEW

We have several poets among our contributors but lack artists for making line drawings. Anyone having talent along this line is particularly urged to use his ability for the Review.

Editor, Labor Bureau.

UNNECESSARY WASTE

6 lbs. 10 oz. Clips Thrown Away in One Month

The accompanying picture shows the clips that were salvaged from the sweepings in the Main Office during the month of August.

Clips do not cost a great deal and yet if you

Clips Picked Up on Office Floor

multiply the quantity that is shown by 12 it will represent considerable money in a year's time.

This is but one of many ways in which waste is taking place. You are just as much interested as Bird & Son in making all the saving possible because it does not affect the one more than the other.

—H. H. Miller.

LIFTING HEAVY OBJECTS

A frequent cause of injury in our mills is the handling of material and objects used in the ordinary work of the day. These injuries may be prevented by care on the part of the worker.

Strains caused by lifting are often very serious but ought not occur if proper methods of lifting are used. Back strains are very common and are usually caused by bending over to lift a heavy object instead of stooping by bending the knees. The act of bending over puts a strain on the back muscles so that they are in no position to stand further strain of lifting.

By stooping the strongest muscles of the body are brought into use. Lifting should be done steadily, without quick, sudden movements. A rope capable of supporting a ton may easily be broken by a much lighter weight if the weight is dropped so as to give the rope a quick jerk. When getting ready to lift, let the muscles settle gradually into their work. It is impossible to strain the muscles if they are properly used.

When lifting with another person, be sure that no sudden, unexpected load is brought upon him by shifting of position or dropping of one end of the load.

Although accidents caused by handling material are usually more than half of all those happening in a mill, they are very easily prevented by the application of a little common sense in the daily work.

OUR FLOAT IN THE NORWOOD PAGEANT

Several Bird & Son employees took part in the pageant by which Norwood celebrated the fiftieth aniversary of its establishment as a town. The pageant consisted of a series of episodes which presented dramatically the highlights in the town's history and growth. In the episode presenting the present industries, our float from the Roofing and Floor Covering plants attracted well-merited favorable comment.

H. C. Jepson and Frank Sutherland worked tirelessly in decorating the truck and their efforts were certainly deserving of much praise. A miniature roof, neatly and attractively shingled, was placed on the float, and beneath it was a display of Neponset Rugs. Electric lights placed at the corners of the small roof helped illuminate the truck. In welcoming the float, Industry said, "If men be not protected from the inclemency of the weather, they are not likely to keep the health that enables them to help their fellow men. Show us the symbol of your great roofing paper industry."

On the float were the following notices which give some idea of the capacity of our Norwood Plants:

1795—BIRD & SON, inc.—1922

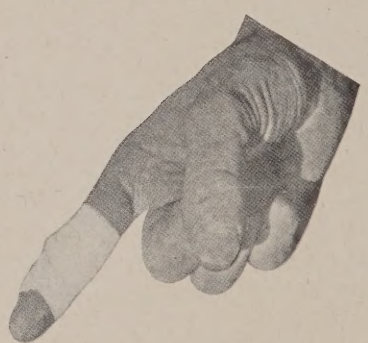
NEPONSET ROOFINGS — Yearly output 256,248,964 sq. ft.

Equal to

A roof 21 ft. wide, 2500 miles long, from Boston to San Francisco

NEPONSET FLOOR COVERINGS

Yearly Output . . . . . 42,688,944 sq. yds.



Have those Cuts Properly Dressed

SCOUT NOTES

GIRL SCOUTS

On Friday evening, September 29, the Holly Troop of Girl Scouts, East Walpole, assisted by the Elm Troop of Walpole and a number of members of the Drum and Bugle Corps of Medfield, held a Review in the auditorium of Bird School, and presented the following program:

Opening Exercises.
Talk by Mrs. F. W. Bird, Chairman of Troop Committee.
Song, "Lullaby," by Elm Troop.
Talk on Tenderfoot Test, Corporal Grace Broadley.
Tenderfoot Award.
Knot Relay, Holly Troop.
Bugling, Medfield Corps.
Talk on Second Class Test, Patrol Leader Mary Coburn.
Exhibition of Bandaging, Bed Making and Table Setting, Holly Troop.
Signaling, Holly Troop.
Bugling and Drumming, Medfield Corps.
Talk on Health Winner Merit Badge, Scout Gladys Harper.
Setting-up Exercises, Holly Troop, led by Scout Muriel MacDonald.
Song, "Hiking Along," by Elm Troop.
Awards, Second Class Badges; Merit Badges.
Prize Announcement.
Song, "Camping," by Elm Troop.

Mrs. Bird in her talk outlined the history of the work in the Town of Walpole, and told of the obstacles the girls had met and overcome. Corporal Grace Broadley, Patrol Leader Mary Coburn and Scout Gladys Harper gave outlines of the work required on the Tenderfoot, Second Class and Health Winner's test, after which exhibitions were given of the various kinds of work.

Field Captain Byng of Medfield enrolled Alice Baker of Walpole as Tenderfoot Scout, and announced the award of Attendance Stars and Second Class Badges.

Gold Attendance Stars, denoting perfect attendance at Scout meetings, were awarded Scouts Mary Beals and Elizabeth Hale of Walpole. Silver Attendance Stars, denoting 75 per cent attendance, were awarded Scouts Lucy George and Katherine Geary of Walpole.

Winners of the Second Class Badges were Patrol Leaders Olga Anderson and Mary Coburn, Corporals Grace Broadley and Emily Kimball, Ex-Patrol Leaders Sarah Coburn and Edith Jonah, Scouts Gladys Anderson, Arabelle Bridgham, Bertha Broadley, Blanch Collins, Gladys Harper, Elizabeth Kimball, Muriel MacDonald and Jean Phelan, all of the Holly Troop.

The following Merit Badges were awarded to members of the Holly Troop:

Capt. Leonard—Economist, Laundress, Flower Finder, Hostess, Dressmaker, Needlewoman and Cook.

Lieut. Smith—Economist, Laundress, Flower Finder, Canner, Business Woman, Homemaker and Craftsman.

Patrol Leader Olga Anderson, Flower Finder and Health Winner.
Scout Gladys Anderson, Health Winner and Cook.
Scout Arabelle Bridgham, Health Winner.
Scout Blanch Collins, Health Winner.
Scout Gladys Harper, Health Winner.
Scout Muriel MacDonald, Health Winner and Flower Finder.

Mrs. Bird announced that Patrol Leader Mary Coburn had won the Dollar Contest, having made a clear profit of $9.00 by making handkerchiefs, towels and cakes. Scout Gladys Anderson, who made doughnuts, ran a close second, having made a profit of $8.25. The prize was $6.00 worth of Scout equipment, to be selected by the winner. The money turned in by the Scouts will be used to start a fund for a permanent home for Girl Scouts in E. Walpole.

The Girl Scouts journeyed to Brockton Fair on Saturday morning, October 7th and took part in the Scout Parade and Contest. They made a very good showing in the events in which they took part, and came home with a silver cup, first prize for First Aid. Those who did the bandaging that won the prize were Arabelle Bridgham, Sarah Coburn, Mary Coburn, Gladys Harper and "Pat" MacDonald.

WALPOLE HOME BUILDING CO., INC., PRIZES AWARDED

Much interest was shown by tenants living in some of the Company's houses in the contest for the most improved grounds and the best cared for lawns and grounds during the summer. Much excellent work was done in beautifying the grounds around many of the houses.

The Wednesday Club appointed a committee, consisting of Mrs. Fred Foster, Mrs. C. S. Wheeler, and Mrs. John M. Fitzgerald, to inspect the lawns and grounds during the summer.

Four prizes were offered and after careful consideration they were awarded to the following:

Group I

Paroid Houses—East Walpole

First Prize, $15.00, Stuart Nickerson, 74 Walcott Avenue.

Second Prize, $10.00, Albert W. Smith, 143 Pleasant Street.

Group II

Rock Hill Houses—Norwood

First Prize, $15.00, Frank A. Massey, Jr., 30 Mylod Street.

Second Prize, $10.00, Elmer Jordan, 14 Rock Hill Street.

Honorable Mention, Edward J. Linn, 7 Stone Circle.

WALPOLE HOME BUILDING COMPANY

The Walpole Home Building Co., Inc., has sold a lot of land containing 11,880 sq. ft. on Common Street, Walpole, for C. S. Bird to Robert H. Brown, of Somerville, Mass.

Alterations have been completed in the Post Office building, giving another store which has been leased to the Ginter Company of Boston.

The Walpole Home Building Co., Inc., is building a new concrete bridge on Bacon Street, the new street between Washington and Pleasant Streets, East Walpole.

Nils Lindequist and family have moved from the house at 20 Fuller Avenue to their new bungalow on Park Street, East Walpole.

We are glad to learn that Mr. C. O. Littlefield, President of the Walpole Home Building Company, who has been seiously ill at the Norwood hospital for the past several weeks, has returned to his home, and is slowly, but steadily, convalescing.

"MOVIES"—BIRD HALL

The following program of pictures will be shown during the month of October:

Saturday, October 14, Constance Binney in "Such a Little Queen."

Wednesday, October 18, "A Tale of Two Worlds," by Gouverneur Morris.

Saturday, October 21, Priscilla Dean in "The Conflict."

Wednesday, October 25, A Hodkinson picture, "Cameron of the Royal Mounted."

Saturday, October 28, Will Rogers in "The Unwilling Hero."

In addition to the feature pictures shown, there will be comedies, news reels or scenic pictures each evening.

WHICH SIDE ARE YOU ON?

Only about thirty-eight per cent of the American people own their homes. The remaining sixty-two per cent pay money to landlords. Rent money will, in a comparatively few years, pay for the house rented; but the landlord will still own the house, while the tenant owns only a bundle of receipts. —Thrift.

Notes from the Plants and Offices

MAIN PLANT

It is reported that John Curran is taking a course in "Perpetual Inventory," preparatory to instructing Jim Kivlin along these lines. He did intend to take up nursing, but found the field in this profession rather limited.

"Tap" Geary and Mike Hawkins are still going strong. Hans Wagner and Cy Young have nothing on our home players.

Isn't it nearly time we heard from our Chief Chemist relative to the best methods of putting up preserves?

We extend our sincere congratulations to Maurice Mason, of the Laboratory, who recently forsook the bachelors and incidentally the Bird Club. The apparent ease with which he sauntered into Norwood and found

The Stock Shed Crew at Ease for a Few Moments

himself a dwelling was at once the envy and despair of various of his Club associates who have been months on the trail of the elusive apartment.

We don't know yet whose hat it is. Both Jim Kivlin and Carl Schaier claimed it, and the first one to arrive at the dressing room wore it home. Jim won the first night, but Carl wore it jauntily away the next evening. The contest waxed exciting so that the rest of the mill office crowd feared the claimants of the lone hat might declare an open season and then nobody's headgear would be safe. Pat Egan says that hat reminded him of the East Walpole Police Department's community coat.

Can't quite see why people go to Bermuda when Canada is so much nearer.

Lawrence Balduf is now on the police force, so watch your step going through the mill.

J. Kivlin has some very good potatoes this year. They run about seventy-five to a peck.

Jack Smith reports a very pleasant visit with George Lewis. Mr. Lewis retired in 1910 after 58 years' service with Bird & Son. He started work in the paper mill in 1853.

BOX SHOP

Albert Hammond and Freddie Duncan, the Siamese twins, have left us to attend Carnegie Tech of Pittsburgh, Pa. We wish them every success.

Mr. and Mrs. Jack O'Donnell have returned from their vacation spent at Skowhegan, Me. Jack says the Chevrolet is running good and he made the trip in record time.

The stork has been hovering around Fx1 families this month. He left James Maroney a little boy, Vincent D'Espinosa a girl, and John Grusacki a girl.

Tom Bailey says it's the happiest feeling to lie in bed mornings and listen to the seven o'clock whistle blow. Tom is foreman of the night shift on the Wall Board Combiner.

We understand that Dan McDavitt is getting three crops of apples from his orchard this year.

Mr. Tupper has returned from his vacation spent in Francestown, N. H. He says he had a wonderfultime.

Roy Fullerton is taking dancing lessons. He danced the Virginia Reel at the Scottish Clan meeting in the Wednesday Club the other evening and found he was a little out of practice. It might be well for members of the Bird Club Entertainment Committee to take notice. They may be looking for local talent this winter.

Editor Neponset Review,

Dear Sir:

The culmination of my life's ambition has been realized. That I would some day receive an honorary degree is the goal I had set for myself; but this degree F. X. F., which I see you placed behind my name in the last issue, is somewhat of a puzzle to me, so I will continue to sign myself with the only degree I previously had obtained from the Official Classification of the Interstate Commerce Commission.

Sincerely yours,
Frederick J. Ellis, N. O. S.

P. S. Am submitting two of my efforts for your approval and hope to see at least one in print. Thank you.
F. J. E.

Ed. Note.—We are printing one of Mr. Ellis' poems on page 14.

James C. Hadden, EMM, in the National Costume of Bonnie Scotland

MAINTENANCE

Harry Anderson is sporting a brand new Hudson Coach.

The boys of the Maintenance Department have a weakness for musical comedy, so they journeyed to Boston one night last week and saw Jean Bedini's "Chuckles of 1922."

Why couldn't you eat all the chop suey, Dave? Did you get your eyes full?

The Maibohm sure gets you home, Wally.

Clarence Matson enjoyed a trip to Peterboro, N. H., with No. 3 Autocar for two ponies for Endean.

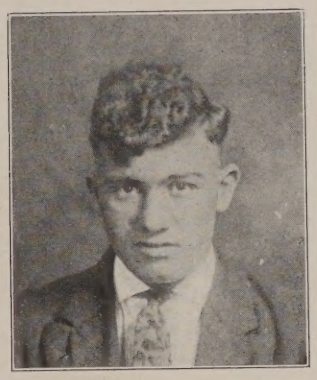
Gus Hagman toured the White Mountains on his vacation. He reports a wonderful time.

Marvelous! marvelous! Timmins hasn't had a break down on his car for three days.

Nelson Bartlett makes 45 miles to the gallon on his Ford, travelling between East Walpole and Dedham.

Roofs at Main Mills also at Norwood Plants are getting a thorough overhauling.

Ed. Boulter is building a new home next to that of his brother on Washington street, East Walpole. Everybody knows that Ed is a carpenter, but we think he is more than a carpenter. When he was ready to build, he could not get a cellar builder, so he built the cellar himself. When he was ready to build the chimney he could not get a chimney builder, so he built that himself, and now he is ready for the painters, and cannot get a painter that will do the job as quickly as he would like, so he is doing that himself. He gives it a dab early in the morning before breakfast, and is getting fat on the job. All that is left to be done now is the grading, and if he does that job himself, he can certainly call the whole outfit a home-made home.



WHO'S WHO

Paul de Laiarro, Dedham, machine hand on No. 2 machine, who entered in the Amateur Boxing bouts held at the Commercial Club of Boston, succeeded in winning his bout and a very nice diamond ring.

BUILDING AND ROOFING

When you ask Inspector Foley how No. 1 is on production, if he smiles before answering you know it is going over the top.

Our Superintendent and several of the machine men visited the Phillipsdale plant recently. They were much interested in the process of felt making and appreciate the interest shown by the force at Phillipsdale in giving them valued information. It seems that such trips as these should give us a better understanding of each other's problems and tend toward a feeling of the most friendly sort.

The firemen of the Norwood plants made quite an imposing appearance watching the fire drill of the East Walpole plant brigade. The fireman's place in the mill is one of great importance.

October 1, we welcomed as a member of our force Francis W. Smith, who has joined the Maintainance Crew. Mr. Smith was a member of Mr. Score's staff and has been for the past few months at the Floor Covering office.

The Yard Gang are strenuously objecting to John Sheehan's wiping up the oil from the road with his clothes after they have carefully oiled it. (John fell off his bicycle on the newly oiled road recently.)

Savage did double duty Sunday, October 1. He checked up the inventory and drove the old Lizzie as the police patrol of Norwood, taking an obstreperous citizen to the Tombs. He will appear—Charlie, we presume—in the Pageant.

A fellow named Bassett from 'Slington,
Got lost between Back Bay and Brighton.
His language I fear,
Can't be repeated here,
For he tried every street but the Right 'un.

A new House Committee has been appointed for the Brigade Room: Messrs. L. M. Pratt, C. D. Savage and Dominick Treventi. The following rules have been drawn up and posted:—

BUILDING AND ROOFING PLANT
Fire Brigade Room House Rules

This room is for men only.

Liquor, gambling and profanity are strictly forbidden.

Smoking is not allowed before entering or after leaving room. Lighted pipes, cigars, etc., must be extinguished and waste tobacco deposited in receptacles before leaving this room.

Throwing burnt matches or other waste material on the floor or out of the window is strictly forbidden.

Writing, drawing pictures on the walls, or otherwise abusing the room privileges, is strictly forbidden.

Magazines, games, pictures or other property must not be taken from this room.

If these rules are disobeyed, smoking will be discontinued at once.

The House Committee desires to make this room comfortable and attractive, and to this end the committee asks the cooperation of all Building and Roofing plant workers.

Suggestions favorably considered.

House Committee:
L. M. Pratt,
C. D. Savage,
Dominick Treventi.

FLOOR COVERING

Your correspondent suggests the organization of a society called "The Users of Encouraging Words," or "Morale Builders." It need have no charter, no officers, no roster, no dues.

Any one may nominate and elect himself a member simply by saying words of encouragement when things go ordinarily well.

The anvil chorus is always full,—knocking is so easy and takes so little thought that most of us need to cultivate thought and consideration for others that shall make us "Morale Builders."

FFV is working late these times, shipping is heavy. Some of the fellows who ride bikes are troubled about lights.

Charley Miller has solved the problem by tearing through Norwood with a red railroad torch bobbing and flaring out behind him.

FF was represented at the Norwood Pageant by a beautifully decorated truck featuring Neponset Rugs.

Patsy Sansone is wisely building a home for his family.

J. Walsh, Stock Clerk, has joined the Main Office staff in AS.

Lost again, Dept. FFH, and nobody is sorry.

To celebrate the home coming and the housekeeping of Frank Maguire the fellows got together in the Brigade Room for a few minutes' jollification, and presented him with a token of best wishes.

Like everybody else on such occasions, he was flabbergasted.

FF claims to have the rip-roaringest bunch of Ford enthusiasts and experts of any plant in Bird & Son.

For proof visit the garage any noon hour from 12.45 to 1 o'clock, or see Frank Mumblow.

We understand that Pete Sword is teaching his brother how to shoot a rifle and how to load it for a bull's eye.

"LISTENING IN"

The chime of a distant church bell, tingling in the frosty atmosphere, the merry whistle, trebling, in a whirlwind of delight, the hopeful, boastful, confident voice of a contented human, the strains-ah-wonderful of the melodious, sacred music, the incessant jabbering of the spirited telegraph-all-yeaall, troop jubilantly, happily, one after the other—from out the atmosphere—into our phones.

By a Radio Bug.

—Contributed by Johnson, the Office Boy.

OFFICE NOTES

Even though it does get matted down around the edges, the grass in the new plot in front of the office is slowly coming along.

George T. Kirkpatrick, who for the past three and one-half years has been our New York City representative, has recently resigned to accept a position in New England with the George Nichols Company. We extend to him our best wishes for success in his new undertaking.

W. B. Rogers, Jr., has been transferred from East Walpole to New York City to fill the vacancy caused by the resignation of Mr. Kirkpatrick. We wish him every success in his new position.

N. B. Eldred, Jr., takes over the work formerly done by Mr. Rogers.

We welcome to the department S. F. Martin, who comes to us from the Floor Covering Mill Office.

PHILLIPSDALE

Have you seen the new roof on Oscar Anderson's house? It's a BIRD, nuff said.

Who was the boss of the bake held over on the wilds of Daisy-field Plat? Ask Rex.

This is harvest time and all the boys that have gardens are digging out the spuds. They each claim to have the best crop. It is a sure thing that Pat Lynch would have

Mrs. Wm. P. Livingston and Children

won the honors if some one hadn't gone and dumped over Pat's basket and found all the small ones tucked away in the bottom. Joe Farrell said that Pat had some dandy big potatoes on top but he didn't like to tell what was below. Phil Delaney would like any one to come to his garden and see what he is digging. Phil says that he doesn't want to bluff anybody.

Bill Livingston is still wide awake, dropping in the suggestions and making good. We hope you win first prize this year Bill.

To hear some of the boys talking you would think that they could drop a suggestion in the box every day, but I am beginning to think that they are raving.

Wm. Dutra of the Cutter Department thought he would get married last month, and did. We wish you good luck William.

Mr. Meant-To has a comrade,
  And his name is Didn't Do;
Have you ever chanced to meet them?
  Did they ever call on you?

These two fellows live together
  In the house of Never-Win
And I'm told that it is haunted
  By the ghost of Might-Have-Been.

Telephone Topics.

CHICAGO

WINDI-CITI-ITES

The month of August broke all existing records of this plant for cars shipped and September bids fair to better the August record.

Due to E. A. Tuscher's help, our Built-up Roofing Sales are climbing and several nice orders have been booked; one of 400 squares for the Fort Wayne Tank Co. of Fort Wayne, Ind., another for the MacFarland Mfg. Co. of La Porte, Ind., for 600 squares and the job on the Wade Apartments in Cleveland, Ohio, took 300 squares. To cap the climax, "Tusch" and Hennessey landed a job for 2500 squares this week.

Arch Downey has just returned from a trip South as far

E. A. Tuscher and Bob Thurston Making up Some Built-up Roof Window Displays

as New Orleans, and reports business and prospects very much better than the last time he made this trip. En route he saw Jones at Little Rock, Williamson at Memphis, Phelps of Texas, Peterson at New Orleans and White at Birmingham. All reported better business and promised good orders during the winter.

Peterson has a new home in Hamond, La., which is as the name implies a real home. We hope to get a photo later.

The boys on the machines have won cigarettes so often this past month that we have lost count. There sure is a rivalry between "Al" Jansen's crew on No. 1 and "Shorty" George's crew on No. 2 as to which one will have another "non-stop" run or break a production record.

We enjoyed a visit from Mr. Cowan of the Canadian Plant a few days ago. Mr. Cowan left us word that Hamilton was out, not only to continue to beat us on roll goods, but to do so on shingles. The Manufacturing Comparison Monthly Report surely has led to some very intensive competition and may it continue to do so.

Vacation days are pretty well over except for a few of the boys who intend to take theirs in October, when they plan to start work in "double harness" for life.

With "daylight saving" days gone, it is light enough now at 5.30 A.M. so that we can get in 9 holes of golf before breakfast.

G. N. Kelly is the proud daddy of the new Miss Kelly. (Ed. Gee, but some chaps are lucky; we have three boys.)

Season tickets for the University of Chicago's football games this fall cost fourteen dollars and a half. Dick Floyd please notice—here's a chance to raise Harvard's price.

Earl Clark and the "Missus" have finally decided to forsake their cottage by the Lake and hike back to their steam-heated apartment.

Mr. Hird is now on a visit to the East Walpole Plant. He expects on his return to have Mrs. Hird with him.

We expect to receive a carload of apples and potatoes in a few weeks which are being sold to the mill and office employees here. This has been done in previous years with great success.

"It's not what you'd do with a million,
  If riches should e'er be your lot,
  But what you are doing at present
  With the dollar and a quarter you've got?

DO YOU REMEMBER?

When John Bulger bundled up the hoop iron at No. 2 Sorting Room?

Where many of us got our "bumps" by making a misstep and sliding the length of the narrow, old, steep stairs from No. 1 Beating Room, fetching up suddenly at a stuff pipe about 5 feet from the foot just as we got momentum for a good slide on the wet floor?

When the vertical stuff chests were out doors between No. 1 Mill and No. 3 Machine Room?

When Geo. Lewis looped the cylinder wires and stored the felts in a room back of the old pulley shed at present location of waste water tanks?

When "Doc" Bentley ran an engine and did all the electric wiring?

When the Laboratory was in the machine shop?

WHO'S WHO?

Two members of the Old Timers' Club, Jim Geary and Dan Jones resting before going on at three o'clock.

AMBITION

We are all born with Ambition.

Without it, is to be like an engine without steam—it can run, but the driving force is not there.

Ambition alone, however, is helpless.

It must be supported by other mental qualities.

Without determination and application ambition is nothing.

Attention to your work—that is the keynote of success—no matter what your work may be. It applies just as much to the head of the firm as to the lowest paid laborer in the plant.

Ambition to be of any use must also be productive.

The man who confines his efforts to wishing instead of working gets nowhere.

Work is the natural state, and inclination to work, as Tolstoi said, "is the true source of human welfare."

This combination—a laudable ambition, with faithful application, unswerving determination, close attention to our life work—accomplishes everything.

The world will always esteem and applaud real accomplishment.

Good luck and best wishes.

Contribution from DP

TIOT LUNCH

On Monday, October 2, Tiot Lunch reopened for business to succeed the Waldorf System, Inc., which has operated the lunch room for the past three months.

The regular patrons were glad to welcome Mrs. Frances H. Lovejoy, who managed the lunch room last winter, as manager again this year. During the summer Mrs. Lovejoy was at Provincetown where she conducted a tea-room.

BIRD CLUB

The third Annual Meeting of the Bird Club was held at the Club House on September 8 with a good number present. The reports of the Club for the year were gone over and, while the Club is not in quite as good financial condition now as it was the same time last year, it is considered very favorable and, in view of the excellent entertainments which were given last year, it was considered satisfactory.

The election of officers was held and the following members elected:—Directors for three years, G. R. Wyman, W. J. Score, R. L. Tupper, S. W. Smith and E. L. Connolly; B. D. Rogers was re-elected Secretary, and Herbert G. Johnson was elected Treasurer.

Several members have left the employ of Bird & Son during the past year, which has made a drop in the membership. However, the Membership Committee hopes to secure an even greater number than those who have left, in order that our program for the winter may be better than ever.

A vote of thanks was extended to all retiring officers for the good work they had done during the past year.

At the meeting of the Bird Club Council, held September 27, additional officers of the Club were elected from the Council, so that the following officers will serve for the coming year:—

President, S. W. Smith.
Vice-President, R. L. Tupper.
Secretary, B. D. Rogers.
Treasurer, H. G. Johnson.

Directors for three years: G. R. Wyman, W. J. Score, R. L. Tupper, E. L. Connolly, S. W. Smith; *Directors for two years:* C. W. Conrad, R. G. LaFountain, H. C. Jepson, F. B. Duncan, S. H. Kay; *Directors for one year:* P. R. Allen, J. J. White, A. H. Anderson, D. A. Jones, H. H. Miller.

Executive Committee: G. R. Wyman, Chairman, P. R. Allen, H. C. Jepson, F. B. Duncan, and D. A. Jones.

Auditing Committee: A. H. Anderson, W. E. Sumner, and E. H. Bartlett.

Athletic Committee: R. L. Tupper, Chairman, W. F. Geary, P. H. Bailey, Maurice Mason, S. F. Martin, A. W. Smith, M. J. Hawkins, Frank Sutherland, J. E. Dine, E. F. Murphy, Samuel Hunter, Harold Higgins, A. C. Urquhart, J. W. Hammond, F. B. Duncan, R. O. Fisher.

Membership Committee: S. B. Montgomery, Chairman, J. R. Burhoe, J. E. Dine, W. F. Geary, W. E. Hale, Samuel Hunter, H. C. Jepson, D. E. Merrill, D. H. Regan, H. E. Rouillard, J. E. Smith and B. R. Taylor.

House Committee: R. G. LaFountain, Chairman, P. H. Bailey, J. H. Smith, P. N. Hills, S. B. Montgomery.

Entertainment Committee: J. B. Maguire, Chairman, W. J. Score, F. W. Whitehead, J. F. Maguire, Jr., B. R. Taylor, F. W. Smith, H. E. Rouillard, S. W. Gladding, E. L. Chamberlain, J. A. Sheehan, C. W. Conrad, R. M. Wight, Hugh C. Knight, W. A. Beaulieu, Samuel Hunter, A. A. Peterson, L. A. Vanderpyl, F. W. Fisher, Harold Higgins, W. R. Duncan, Herman Nordstrom, J. H. Maguire, F. W. Murphy, George Wallace, J. E. Curran, Robert Hood, J. F. Quinlan, H. W. Dixon, H. L. Badger, L. R. Bernier, R. M. Springer, F. C. Bassett, R. B. Wadsworth and R. F. Shedden.

HOUSE LOTS.

Bacon Street Development

A new street between Washington and Pleasant Street. Soon will be one of the most desirable residential locations in town.

Large Lots—Reasonable Prices—Easy Terms. Carefully restricted. No time limit as to when you must build.

A safe investment—Buy Now—Prices will advance next spring.

Walpole Home Building Co., Inc.
East Walpole, Mass.

Get angry with yourself, pat yourself on the back, commend youself, praise, blame, love, or hate yourself—do anything to yourself, but don't pity yourself.

—Dr. Frank Crane.

FIRE BRIGADE

Last winter the following questionaire was sent out to members of the Fire Brigade, Foremen and Watchmen throughout the mill. It created considerable interest and some excellent answers were received. We are publishing it now, as we believe every employee of Bird & Son should be informed on these subjects. See what you can do to answer the questions. We will print the answers next month.

FIRE BRIGADE QUESTIONAIRE

1. Are you a mill fireman?
2. Have you a badge?
3. Do you wear your badge?
4. To what company do you belong?
5. From whom do you take orders at a fire?
6. Who is the Chief? Assistant Chief? Night Chief? Assistant Night Chief?
7. What would you do in case of fire in your department or any other department in the mill? Do you know where the small fire hose are in your department?
8. Do you know where the extinguishers are in your department? Do you know how to discharge them?
9. What would you do with the extinguisher after the fire is over?
10. Do you know how to charge extinguishers?
11. How long would you wait before recharging empty extinguishers?
12. Do you know how to pull in the fire alarm? How is it done?
13. Where are the fire alarm boxes and whistles? Which whistle would you have blown first, the Mill or Town?
14. After you have pulled in the alarm, what would you do?
15. Do you know what the indicator posts are? What would you do if you found one broken or shut off?
16. Do you know where the sprinkler valves are in your department? Should they be open or closed?
17. Can you tell when you look at a sprinkler valve whether it is open or closed?
18. Do you know where any cold weather valves are in your department?
19. If a sprinkler head or pipe should break in your department, what would you do?
20. How close may material be placed to hydrant houses?
21. Do you return to hydrant houses everything that you take away?
22. Do you report any missing pieces?
23. Do you report any broken hose?
24. Do you put your hydrant house in A1 condition before leaving it?
25. How many hydrant houses are there in the mill yard?
26. Do you know that we are responsible for the upkeep of the three hydrant houses on East Street?
27. Where is your station when Box 653 blows?
28. Can you use a lung motor?
29. What is your duty when you are standing Holiday Watch?
30. Have you a clothing locker? Is it steel?
31. Do you keep your clothing in it during working hours and your overalls and jumper in it when you leave for home?
32. Do you keep your locker clean and free from junk, oily rags and any inflammable material?
33. Do you dump your pipe out before entering the mill yard?
34. Have you waste can in your department?
35. Has the waste can a good cover?
36. Do you put all of your oily rags, waste and garbage in the can?
37. Do you know of any steam pipes which are too close to partitions? Where are they?
38. Do you know of any bare electric wires which may cause trouble? Where?
39. What can you suggest to make the fire hazard in our mill any less?

The answers submitted in reply to the last questionaire were especially interesting and a great many of them have already been put into effect. Among these are the following:

A better system of reporting minor fires so that Inspector and others may learn of them and possibly prevent a bigger one.

Paint Shop moved.

Feed Line on railroad side of Main Office repaired and fixed so it will not rub on trees.

Fire Door installed between EMC and storage over SM.

Further care at FF regarding gas and gasoline.

Storage tanks to take care of reclaimed naphtha in FFN.

Grounding of machinery to lessen the static electricity generated by undercoat machine.

Brackets installed in ovens to support pipes.

Storage for tubes and other finishing material at FFD.

There were also a number of excellent suggestions which are being given consideration and will be put into effect at some future date. Some of these are:

Keep closer watch and inspection on new work.

A better understanding with outside contractors in regard to smoking.

Competition between companies.

Water Curtain to be installed at south end of No. 5 Machine Room.

Rewire SR1 and SR2.

Fire walls along side of SD2, DM5 and DM6 and in SR1.

Better storage facilities for oils in DM 5.

Outside drills at FB and FF.

—G. R. W.

OPEN LETTER TO GOVERNOR COX

Now, Channing, I don't look for favors,
That ain't my disposition;
I crave not notoriety,
Nor any high position.
But, hang it all, I've called on you
Four times most every day—
"We don't want no janitors,"
Your secretaries say.

Well, you know I aint no janitor,
But boss of this here town,
'N I got some platform timber
You oughter nail right down.
Don't let that roller crush it,
Don't lay it on the shelf,
'Cause I know its good material,
I wrote it out myself.

When these representatives,
Just after they're elected,
Arrive at their dear capital
So tame and unaffected,
They remind themselves of Webster
And statesmen by the score,
From Jefferson to Roosevelt,
From Adams down to Hoar.

But then they walk up Park Street,
And spy that high gold dome,
And think of all the promises
They made the folks back home.
"They'd spurn the filthy lucre,
And shun the lobby too."
Oh, Channing, that's not right you know,
Such honest boys, and true!

And when they make that maiden speech—
Sometimes they get that far—
They call the Lord above us,
Pointing upward toward a star.
But, darn it, there's the gold again—
They're pointing right at that,
And they fall too like "Casey" did
When he came up to bat.

Well, I've got the remedy
Will make this business stop,
We'll junk the gold upon the dome,
Put on a brand new top.
We might as well be practical,
Not stand for any "spoofing,"
But conform with regulations,
'N put on good asphalt roofing.

By gosh! we'll put a roof up there
Will make that place look fine,
We'll even have it proof against
The tune, "Sweet Adeline."
So, Channing, do this right away—
Grasp that 'phone at hand,
Order the best roof you can get,
That's the Neponset brand.

—Frederick J. Ellis, FXF
N. O. S.

HAVE YOU THE SAFETY HABIT?

"The best safety device known is the careful man."

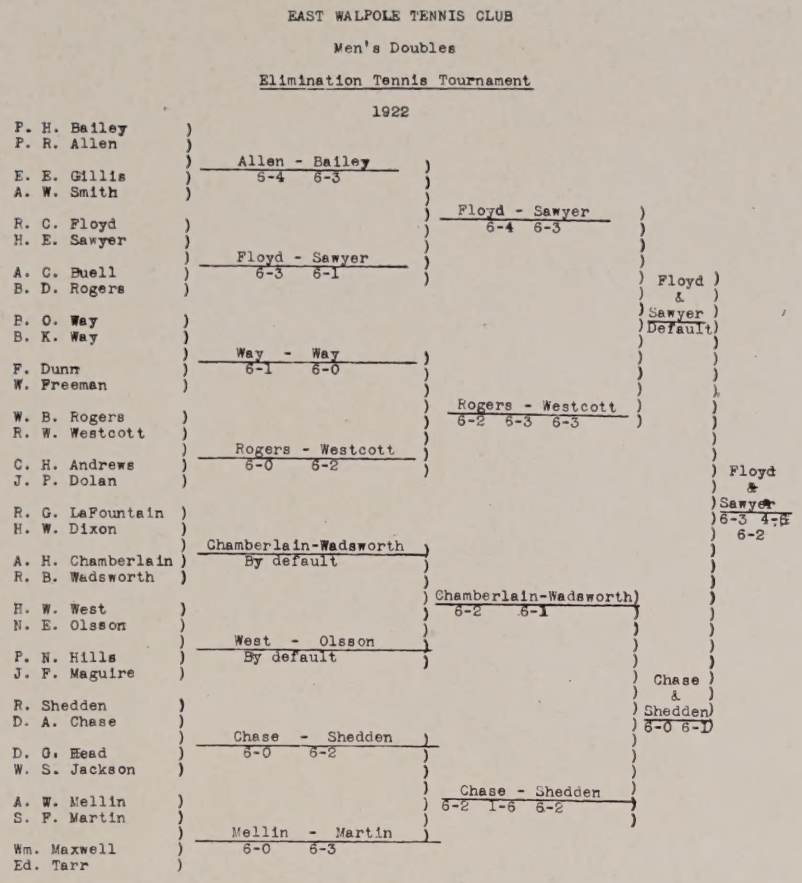
"If you don't know which is the safety way, stop and find out."

"Any fool can be careless."

"A moment of carelessness may mean a lifetime of regretfulness."

"The time to prevent an accident is before it happens."

"The cost of safety is only a thought."



TENNIS

For the first time in the history of the East Walpole Tennis Club, the Men's Doubles Elimination Tennis Tournament finished its season.

"Dick" Floyd and "Gene" Sawyer, after a hard struggle, defeated "Bob" Shedden and "Don" Chase in the finals.

"Bob" was going in high all the way. One game he served three aces in succession, winning the game 40–30.

The accompanying chart shows the scores of each match.

BASEBALL

The members of the Main Mill Team, champions of the Interdepartmental League for 1922, are looking forward to the arrival of their sweaters.

Tuesday noon, October 3, the following men were measured for sweaters:—Edson J. Eckhardt, Harold E. Higgins, Clarence R. Mattson, John J. Burke, Walter J. Murphy, Robert O. Fisher, Fred O. Duncan, Wallace R. Duncan, Arthur Eppick, Daniel F. Dower and Russell L. Tupper.

Edson Eckhardt and "Miller" Higgins played in every game of the season.

QUOITS

Much interest is being taken among the followers of the ring tossers this year, as the Bird & Son inc. Cup Tournament progresses.

The boys are enjoying their new grounds at Francis William Park, and have big plans for next year.

The first round of the tournament has been played, with the exception of a tie between R. L. Tupper and "Sam" Hunter. The rest of them finished as follows: Charles Flowers 21, Robert Hood 9, William McLauchlin 21, George Wallace 13, James Hammond 21, William Angus 13, Frank Whitehead 21, Fred Duncan 9, Jack Walsh 21, Joseph Donovan 9, "Andy" Urquhart 21, "Andy" Bruce 9, Herbert Cobb 21, "Ben" Rogers 18.

Draw for the second round:

Charles Flowers *vs.* James Hammond.

Wm. McLauchlin *vs.* Jack Walsh.

Frank Whitehead *vs.* Herbert Cobb.

Andrew Urquhart *vs.* Samuel Hunter or Russell Tupper.

QUILL–OSOPHY

Our office manager is sending out a series of letters under the above heading. They are good, especially so to our many fellow-workers whose duties demand they use the written word with the large number of people with whom we do business.

The following letter is one of the latest issued and we commend it, not only to correspondents but to all—the thought can apply to everyone of us whatever our job.

Better Letters Use the Ink From Th-ink

The man at the head of a business often wishes he could, in some miraculous way, write all the letters himself to better represent the firm.

But you and I have to plod along with the eternal daily mail, doing the best we can to "sub" for the boss. When something goes particularly wrong in the correspondence, our best alibi is, "How could I know that?" Or sometimes we frankly admit, "I didn't think." That is when the boss says, "We must have better letters."

Better letters are not de luxe effusions on special paper—they are just ordinary looking letters, but written with the ink from "th-ink" to get across the right idea that best represents the firm.

The first elemental rule for Better Thinking in our correspondence, I would say, is to take time to read and size up the letter we answer.

Think—what kind of a person is this writing?

Think—what approach in type can I make to get his attention?

Think—if I were the other fellow how would I make this answer?

When you sign your name to a letter be able to say, "I thought to"—never admit, even to yourself, "I ought to."

Thinking, especially thinking in type, is a good habit to cultivate and once formed will do more to distinguish your ability and insure your climbing to responsible positions than any other business quality.

BIRD & SON, INC.,
H. H. Miller, Office Manager.

(This is a reprint from the Forbes Magazine of July 8, 1922.)

FOR GIRLS ONLY

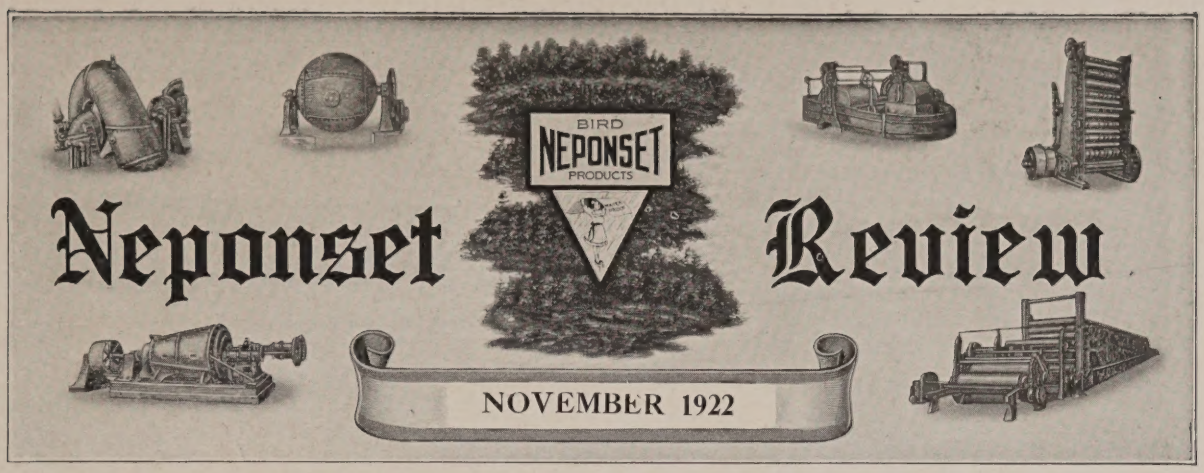
Girls, when your sweetheart calls on you, and has stayed as late as you think your pa would like him to stay, give him the following problem to work out: Take any number between one and nine, add one, multiply by nine, cross out the left hand figure, add fourteen, add the number you took, and look out for results. This ought to work and if he does not grasp the situation he is too stupid to call again.

—Ex.

Are YOU Prepared for

No Accident Week?

Oct. 23 to Oct. 28



PRESIDENT URGES THANKSGIVING PRAISE FOR YEAR OF PROGRESS

Thanksgiving.

THANKSGIVING day was founded in thankfulness for a bounteous harvest reaped amidst difficulties. It is celebrated in satisfaction with an easy world for the unthinking. Conceived in piety, it is observed without thought.

Yet there are those who catch and hold the solemn note of this holiday, as there are those who remember the significance of Christmas. Maybe even in the old days of the first Thanksgivings not everyone was solemn. Maybe it is safer for the world that it does not take life too seriously. Few things cannot be mended, though many things need mending.

The spirit of Thanksgiving rests in something greater than being grateful for material blessings. It was not the loaded table for which our forefathers gave thanks, but for the sunshine and the rain and the opportunity for work, which brought the harvest home.

Be thankful today if you have dreamed—and kept your dreams.

Be thankful if you have loved—and kept your love.

Be thankful if you have known loyalty, and lived it.

Be thankful if the world is a little better for your being here.

Reminds People of Nation There Are Many Reasons for Expression of Gratitude

Declaring that the state of the nation "presents very much to justify a nation-wide and most sincere testimony of gratitude for the bounty which has been bestowed upon us," President Harding, in the annual Thanksgiving proclamation, issued to-day, calls upon the American people to observe Thursday, November 30, "as a day of thanksgiving, supplication and devotion."

TRIALS AND TRIUMPHS

The text of the proclamation follows:

"By the President of the United States of America.

"A proclamation.

"In the beginning of our country the custom was established by the devout fathers of observing annually a day of thanksgiving for the bounties and protection which Divine Providence has extended throughout the year. It has come to be perhaps the most characteristic of our national observances, and as the season approaches for its annual recurrence, it is fitting formally to direct attention to this ancient institution of our people, and to call upon them again to unite in its appropriate celebration.

"The year which now approaches its end has been marked, in the experience of our nation, by a complexity of trials and triumphs, of difficulties and of achievements, which we must regard as our inevitable portion in such an epoch as that through which all mankind is moving.

Shadow of Conflict

"As we survey the experience of the passing 12-month, we shall find that our estate presents very much to justify a nation-wide and most sincere testimony of gratitude for the bounty which has been bestowed upon us. Though we have lived in the shadow of the hard consequences of great conflict, our country has been at peace, and has been able to contribute toward the maintenance and perpetuation of peace in the world. We have seen the race of mankind make gratifying progress on the way to permanent peace, toward order and restored confidence in its high destiny.

"For the divine guidance which has enabled us in growing fraternity with other peoples, to attain so much of progress; for the bounteous yield which has come to us from the resources of our soil and our industry, we owe our tribute of gratitude, and with it our acknowledgement of the duty and obligation to our own people and to the unfortunate, the suffering, the distracted of other lands.

Debt to Providence

"Let us in all humility acknowledge how great is our debt to the Providence which has generously dealt with us, and give devout assurance of unselfish purpose to play a helpful and ennobling part in human advancement. It is much to be desired that in rendering homage for the blessings which have come to us, we should earnestly testify our continued and increasing aim to make our own great fortune a means of helping and serving, as best we can, the cause of all humanity."

PROCLAMATION

"Now, therefore, I, Warren G. Harding, President of the United States of America, do designate Thursday, the 30th day of November, as a day of thanksgiving, appreciation and devotion. I recommend that the people gather at their family altars and in their houses of worship to render thanks to God for the bounties they have enjoyed and to petition that these may be continued in the year before us.

"In witness whereof, I have hereunto set my hand and caused the seal of the United States to be affixed.

"Done at the city of Washington this second day of November, in the year of our Lord one thousand nine hundred and twenty-two, and of the independence of the United States of America one hundred and forty-seven.

"Warren G. Harding."

BIRD CLUB MEETING

BIRD HALL

Thursday Evening, Nov. 23rd.

ENTERTAINMENT:

SCOTT and BAYRD
Two-man Minstrels — Old Time Favorites

CALISTE CONANT
A STAR Who Has Always Pleased

THREE OF A KIND
An All Star Combination

WE ARE MEMBERS OF THE NATIONAL SAFETY COUNCIL

NO-ACCIDENT WEEK LIVES UP TO NAME

No Lost-Time Accidents During Entire Week

EM & ER Win Banner for Month with Clean Slate

Standing for Month of October

	No. of Emp.	*Accidents*	*Days Lost*	*Standing*
EM & ER	148	0	0	1.000
DM, DF & DV	258	1	7	.976
FB	263	3	20	.930
FF	188	2	16	.927
FX 1 & 2	217	4	27	.897

Not a single lost-time accident occurred in the Maintenance and Power and Steam Departments for the month of October which fact again puts them in first position and in possession of the banner for the coming month.

The Main Plant had only one lost-time accident, which occurred on October 9, when Walter McDonough strained his back while lifting a bale of rags.

The Building and Roofing had three accidents with a total number of 20 days lost. The worst one happened to August Johnson who got a small abrasion in the palm of his hand on October 5 He did not report it until the 10th when infection had set in, necessitating his losing all the rest of the month's time, besides having a very bad hand which had to be operated on. Gus has learned the "Safety First" lesson now and is going to have minor cuts and abrasions attended to immediately hereafter.

The Floor Covering Plant had two lost time accidents with a total of 16 days. John Savickes caught his thumb in a freight car door, which caused a fracture. Bernard Bailey had another misfortune when a pulley worked loose from a motor, dropping on his foot, and badly lacerating two of his toes, necessitating 12 days' lost time.

The Box Shops, which for the past year have had a remarkable record, are at the bottom of the list for the first time since the contest for the banner started. All of these accidents happened in No. 1 Box Shop where several new employees have been taken on due to the extra shift in the Combining Department. Carl Giametto dropped a scraper on his foot causing a contusion, and Edmund Smith had a very remarkable escape from serious injury when a crane which he was running ran off the end of the track, smashing the crane and giving Smith a bad shaking up. Clarence Wildes, in picking up waste, got the end of his finger nipped off in a keyway. James McLaughlin got his fingers jammed while pulling stock from a truck to the feeding table.

The Box Shops have assured us that, now that these are out of their system they will begin again on a clean record that they have maintained for the preceding year.

—Safety Committees.

HOW TO KEEP WELL
When Winter Comes

There is no use in saying, "If winter comes." We all know that winter will come. When it comes, in what condition will it find you? Without coal? That would be very dreadful. Without health? That would be much worse.

The vacation season is over. People are back at work, most of them with a good coat of tan or the lingering remains of it. When this coat of tan disappears, what will it leave behind? The prison pallor of the city dwelling business man and the professional or commercial grind? This is very largely up to you. The days in the open, the swimming, boating, fishing and other sports, have given us a taste of the physical exhilaration of primitive health. Must we settle down to a winter of infection and poison, of physical inactivity, of hugging the fireside?

Perhaps there will be no fireside to hug. But there will certainly be the invitation to stay indoors, to play bridge, to overeat and to accumulate a burden of flesh, or to let our muscles grow soft. There is no reason why we should accept these invitations. We can keep physically active. We can seek the fresh air and, if we are short of coal, keep warmer moving around in the open than sitting still in a chilly house.

Instead of settling down to accept as strokes of fate the winter's ills, why not do the simple and obvious thing: prepare to meet them and conquer them? There is no reason why the winter period should not be one of health and happiness. The cold should stimulate us, we should react vigorously to it. We do not catch cold from cold; the term is a misnomer. By harboring chronic centers

of infection in our bodies, by poisoning ourselves, by over clothing and over housing ourselves, by our physical inactivity, we invite the attack of these infectious organisms. These tiny enemies infect our noses, throats and bronchial tubes. By properly adjusted diet and exercise and adequate rest, and the eradication of any centers of infection in the head such as we have mentioned, the battle line against our winter enemies will be fairly strengthened. Cold bathing of neck and chest, as well as alternate hot and cold showers taken night and morning, will also strengthen resistance.

At the first sign of a cold a piping hot foot bath lasting half an hour, a drink of hot lemonade, a brisk cathartic, and rest in bed with the neck and chest anointed with camphorated oil, will do a lot to stem the tide. If there has been a distinct chill, summon a physician at once. In any event it is well not to temporize with a cold, but to have prompt medical attention. In the case of nose cold, where the local symptoms are distressing, the simplest and safest local application is liquid albolene or white mineral oil which can be dropped into each nostril with a medicine dropper at intervals of several hours during the day. Use no antiseptic nasal douches except on the advice of a doctor. The vestibule of the nose may be sprayed gently with weak warm salt solution and the nose gently blown to remove dust, etc. Hold one nostril while blowing the other gently. Do not seize the nose in a vicious grip and blow it violently, or you may force infected material into the ear canals.

These are the best measures we can recommend to escape influenza, pneumonia, bronchitis, and the long train of winter ills which afflict such vast numbers each winter even when there is no positive epidemic.

WOUNDS

Any injury which causes a break in the skin is called a wound.

The large wounds are not usually infected and blood poisoning very seldom develops from them, because a doctor is quickly called and there is a free flow of blood which helps to cleanse the wound and also kills the germs which cause the infection.

The small wound is the one that usually becomes infected and in which blood poisoning starts, because the small cut on the finger becomes red, tender, swollen and the finger will throb and pain; this indicates infection, and if not treated, the poison is likely to spread up the arm; soon a pain is felt in the armpit, this is a danger sign, which means blood poisoning, and a doctor should be consulted at once.

If you receive an injury, no matter how trifling it may seem to you, do not be ashamed to go to the Emergency Hospital or an Emergency box for treatment; it only takes a few minutes and may save you days of pain and worry.

If hospital is not available the treatment for small wounds is not difficult.

1. Cleanse wound and surrounding part of skin with benzine.
2. Paint wound and surrounding part of skin with 3 per cent alcoholic Iodine. (Iodine pens can be found in every department for this purpose.)
3. Apply a piece of sterile gauze over the wound.
4. Use a roller bandage to hold the dressing in place.

SPLINTERS

Do not try to remove splinters in your departments; go to the Emergency Hospital where there are suitable forceps for removing them. If you break a splinter in attempting to remove it and part remains in the flesh, it makes it very difficult at times to extract the remaining part of the splinter, without cutting away the flesh to reach it.

Another reason why splinters should not be removed in your department is, that after their removal, Tincture of Iodine should be applied to the injured part and often times a dressing is required.

OUR ONE-MINUTE FORUM

"Early twilight at this time of year develops a new area of accidents that continues for 60 days. At the hour when many motorists are speeding up to reach home before their lamps, thousands of people are hastening home from work, and hundreds of children are playing in the dusky streets. he accidents at night in October an November nearly equal those of the daytime, though in September the ratio is about one at night to three in the daytime."

OLD TIMERS' CLUB

The spirit of good fellowship pervaded the second meeting of the Old Timers' Club, Thursday evening, October 26, when its members got together to recall the past. No doubt some of the festive air was due to the presence of the wives of the Old Timers' who were included in the invitation.

A delicious supper, which was served in excellent manner by Mrs. Frances H. Lovejoy of the Tiot Lunch and her capable corps of assistants, put the gathering in high good humor for the speech-making and entertainment which followed.

President Jack Smith, in his welcome, outlined briefly the history and purpose of the Club, and then called upon a few of the Old Timers for remarks. Mr. Wyman, who rounded out 35 years of service this year, said that long ago he had been classified as a "doer" rather than a "talker," but he was glad of the opportunity to express his keen appreciation of the spirit of co-operation in the organization and his joy in working with his fellows which increased as the years went on.

Mr. Allen, on the other hand, announced that he not only could talk, but liked to do it, and then proceeded to prove his statement by giving a

An Old Time Picture of Some Beater Room Employees, Taken Thirty Years Ago. How Many Can You Name?

brief but amusing account of his own entry into the business, 24 years ago. His toast, "To those Old Timers who would like to be with us here tonight but can't because they must stay 'over there' and keep the wheels turning," was enthusiastically received.

Mr. Bird spoke of the satisfaction which the knowledge that over three hundred Bird & Son employees were eligible to membership in the Old Timers' Club gave him. He made special mention of the seven who are included with himself in those who have completed forty or more years of service: George Lewis, retired, who has been connected with Bird & Son for 69 years; Jack Smith, who defies time and gets around the mill as if he were on springs; Bill Landy, who maintains vigor by eating two onions a day; Tom Maguire, whose department is included in Mr. Bird's daily rounds; Prof. Smith, the origin of whose nickname is lost in the depths of the past; and John H. Maguire, who is to be congratulated for managing to lose 25 pounds in the last three years.

Mr. Bird recalled many of the men of the early days who worked very hard, for hours that seem impossibly long now, under conditions which were often exceedingly trying. Frequently, amusing, and sometimes ridiculous incidents happened, several of which Mr. Bird recounted, but they were in a sense pioneer days, too, when everybody knew everybody else, called each other by first names, and throughout the organization there was a strong bond of fellowship. The organization has so grown that we cannot now know everybody, but he expressed the belief that the feeling of deep human sympathy is still here, and from the Old Timers, the New Timers, on whom the future of Bird & Son depends, will get that spirit. He also spoke of the very difficult times during the past five years, which now happily are passed, and stated his implicit faith in the future success of the concern.

Mr. Bird introduced Mr. A. Walter Child, who knew Mr. Bird's father and who has long been associated with his family. Mr. Child showed himself a worthy Old Timer by telling several stories of the early days which were appreciatively received. Upon nomination by Mr. Allen, he was unanimously elected an honorary member of the Club.

Mrs. Bird also told of the long hours prevalent at the mill in which her husband shared, when she first came to East Walpole.

A letter of greeting from Joe Sousa, one of the Old Timers who regretted his inability to be present, was read. At the request of President Smith, a moment of silent commemoration was accorded two of the Old Timers who had passed away since the last meeting.

Aime Bedard, who started March 16, 1899, and died June 20, 1922.

Jesse Gay, who started January 9, 1901, and died August 3, 1922.

The meeting was then turned over to Stephen W. Smith, Chairman of the Entertainment Committee. After several songs in which the crowd joined lustily, old time views of people and places were shown. H. A. Taylor of Boston, a magician of skill, proceeded, with the assistance of our Main Mill Superintendent, to mystify his audience in a highly satisfactory manner. George Wallace contributed two Scotch numbers which were thoroughly enjoyed. The evening closed with two motion pictures, one of outdoor activities all over the world and an animated cartoon. The vote, and we have yet to hear a dissenting voice, was—"The best time ever."

Credit for the arrangements is due to the energetic committees: the Refreshment Committee, P. H. Bailey, Chairman, H. H. Miller, and John White; the Entertainment Committee, S. W. Smith, Chairman, J. H. Smith, B. D. Rogers, M. J. Hawkins, and A. C. Urquhart, Mrs. A. F. Brown, Secretary.

(Continued on page 6)

Flashlight Photograph of Old Timers' Club Banquet, Bird Hall, October 26, 1922

Nearly three hundred members and wives were present at the banquet and entertainment

The guests of the evening, whose anniversaries occur during the last six months of this year, were: Mr. and Mrs. J. H. Smith, Mr. and Mrs. J. M. Smith, W. P. Landy, T. P. Maguire, Mr. and Mrs. Maurice Ahearn.

Forty years and over: Mr. and Mrs. J. H. Maguire, Mr. and Mrs. C. S. Bird.

Thirty-five years: Mary Friary and Mr. and Mrs. H. D. Taylor.

Thirty years: Mr. and Mrs. Martin King.

Twenty-five years: C. T. Derry.

Twenty years: John Sheehan, Martin O'Donnell, Mr. and Mrs. Harry Anderson.

Fifteen years: C. H. Andrews, A. H. Russell, Ella Dalton, Timothy Reardon, M. White, John Blazonis, Alice Fales, Victor Purdy.

Ten years: Patrick Graney, Wm. E. Harper, Ethel Havey, Edmund S. Frost, H. C. Jepson, Domenic Trevento, John Wosner, Harold W. Dixon, Antonio Wosniak, John P. Dolan, E. A. Trofatter, C. J. Waton, Patrick Broderick, John Baltadonis, R. G. Fulton, A. C. Buell, and wives and husbands of all members.

EAST WALPOLE PARENT-TEACHERS' MEETING

Much enthusiasm was shown at the first meeting of the East Walpole Parent-Teacher's Association held Monday evening, October 30, in Bird School Hall. Over a hundred were present to discuss matters of interest to both parents and teachers and to listen to Dr. Goldthwait's excellent address on "Posture."

Dr. Goldthwait, the speaker of the evening, is one of our most eminent orthopedists, who did distinguished work with the Army during the war. He was, of course, speaking particularly in regard to children and the importance of teaching them to use their bodies correctly, but practically all that he said is equally applicable to adults. The stress of present day life demands that the individual be strong enough to stand the pace, and walking, standing and sitting correctly is necessary. A good posture, not a mechanical strut—head up, chin in, chest out—indicates a courageous attitude toward and ability to perform a day's work easily. One minute a day in consciously practising the correct way of holding the body will help to train the muscles and correct defects.

CORRECT POSTURE

The Life Extension Institute describes the following tests for good posture:

Stand erect, with heels about six inches apart and toes directed straight forward. Imagine that you are pushing some resisting object with your chest. Your body will then be in proper posture; that is, your chin will be in, your chest arched forward, your neck perpendicular and well stretched, your arms hanging by their own weight along the middle line of the hips.

To test the posture, take a board and place it on a line touching your toes. If your posture is correct and the board is perpendicular, it will just touch your chest but no other part of your body and will miss your nose by about one-half inch.

It is encouraging to learn from Dr. Wilson's paper that even long established bad posture can as a rule easily be corrected by exercises and proper instruction on the mechanics of the body. Nevertheless we must bear in mind that all cases of bad posture cannot be wholly corrected by physical training. In cases where the individual is infected or under-nourished or suffering from some nervous disease, the original cause of the drooping, apathetic attitude should be sought and removed.

Good physical posture, like good mental posture, should be free from all agressive, self-sufficient strut, but should reflect a body and mind moving easily and confidently and courageously to meet life's struggle. While there are exceptions to the rule, posture usually is a key to character. A courageous attitude of mind induces a courageous attitude of body; on the other hand, a slouching attitude of body may well bring about an apathetic and spiritless and pusillanimous attitude of mind. Barring actual disease or incurable structural deformity, good posture is within the reach of all. It costs nothing.

QUARTERLY STATEMENT OF BIRD & SON, INC., EMPLOYEE'S MUTUAL BENEFIT ASSOCIATION

Quarter ending September 30, 1922

Receipts

Balance on hand June 30, 1922		$2109.30
Dues paid July	$633.70	
August	626.90	
September	607.10	
		$1867.70
Bird & Son Contributions:		
July	$633.70	
August	626.90	
September	607.10	
		$1867.70
Interest and Dividends on Investments		$ 94.00
Interest on Deposits		11.21
Entrance Fees		77.00
Refund on Insurance Premiums		2.70
Matured Treas. Certificates		500.00
Refund of Sick Benefits		37.25
		$6566.86

Expenditures

Sick Benefits	$2049.66
Physicians' Fees	433.97
Insurance Premiums	778.26
Lee Higginson & Co. Balance on Bonds	7.47
L. E. Muran Treas. Cash Book	13.50
Investigating Committee Expense	3.50
Bird & Son, inc., for Printing	5.63
Bank Balance	3274.88
	$6566.86

Membership

Members in Good Standing June 30	1130
Entered During Quarter	77
Lapsed During Quarter	54
In Good Standing September 30	1153

Assets

Neponset Credit Union Share	$ 5.00
19 Shares Am. Tel. & Tel. Co.	2299.00
10 Shares Western Union	1110.00
Shelton Hotel Building 6½%	2000.00
Philadelphia Co. 6%	1000.00
Phillipsdale Emergency Fund	100.00
Chicago Emergency Fund	100.00
Outstanding Loans	20.00
Bank Balance	3274.88
	$9908.88

Liabilities

None

—John J. Linehan, Treas.

Audited and found correct,

—Ben D. Rogers, Fin. Sec.

H. L. G.'S ADVICE TO INCOME BUILDERS

1. Start an estate with life insurance while you are still young.
2. Learn to save money, keeping personal accounts and budgets as a guide.
3. Assume obligations which force saving.
4. Learn to invest savings and make profitable speculative investments through study rather than through costly experience.
5. Protect your family during periods of business risk through more insurance.
6. Educate your family and heirs to safeguard and build up your estate.

FIRE BRIGADE

The answers to the Fire Brigade Questionaire, as printed in last month's *Review*, are as follows:

5. At a fire, you take your orders from your immediate superior.

6. The Chief of the Fire Brigades is G. R. Wyman; Assistant Chief at East Walpole is J. H. Smith; Night Chief, J. H. Maguire; Assistant Night Chief, J. E. Smith; Assistant Chief at Norwood is M. F. Sheehan; Second Assistant, Robert Roy.

7. In case of a small fire in the mill it should be fought with the apparatus at hand. If it cannot be controlled in this way, an alarm should be sent in.

9. Assistant Chief should be notified to have extinguishers cleaned and recharged as soon as emptied.

10. Badger Extinguishers are charged by putting in one pound of soda and filling bottle two-thirds full of Oil of Vitriol. Foamite and Pyrene Extinguishers are charged by following directions on the outside.

11. Empty extinguishers should be recharged immediately.

12. To pull in alarm, door of box should be opened and lever pulled down.

13. The Main Mill fire alarm boxes are at the Coal Pocket, Machine Shop, Fire Pump House and Finishing Mill. At FB there is one at the Boiler House, and at FF at the Finishing Room door. The box nearest the fire should be pulled first.

14. After pulling in the alarm, you should stay at box to direct firemen to the fire.

15. Indicator posts are the valves outside the buildings which control the sprinkler system on the inside. Any broken or shut off should be reported to the Inspector.

16. All sprinkler valves should be kept open, with the exception of cold weather valves and water curtains, which are not automatic.

19. If a sprinkler head or pipe should break, sprinklers should be shut off and man left at valve until repairs are made. It is important that members of the Fire Brigade should be posted as to the location of sprinkler valves in their departments.

20. Material may be placed ten feet from hydrant houses.

25. At East Walpole there are thirteen hydrants in the Mill Yard, but only twelve hydrant houses, as the hydrant at the northeast corner of FX1 has no house. At Norwood there are twelve hydrant houses.

27. When Box 653 blows, the station is at the Coal Pocket. Companies No. 3, 8, 9, and 10 report at Hydrant A, Co. No. 3 taking the hose out; Co. No. 4 takes hose out of Hydrant C and is assisted by Co. No. 6 and Reel Co. No. 2; Co. No. 5 takes hose out of Hydrant J and is assisted by Reel Co. No. 1; Co. No 7 takes hose out of Hydrant B.

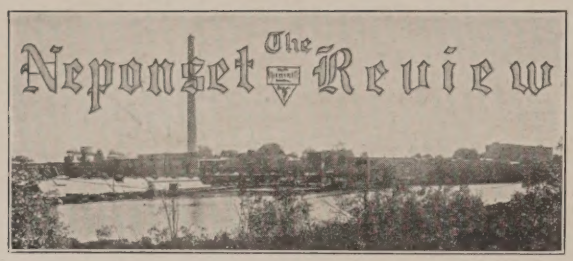
We encourage our employees to become members of the Fire Brigade. We endeavor to make the meetings and drills interesting and of value to all concerned. All members are provided with badges which they are requested to wear at all times while on the job.

Fire extinguishers, sand pails, fire pails and bucket barrels are kept in convenient places in all departments. The Pyrene extinguishers are discharged by turning handle to the left and working like a pump. The Badger and Firefoam extinguishers are discharged by inverting and turning spray on fire.

Whether or not an automatic sprinkler is open can be told by whether or not it is sealed. The Inspector examines and seals valves after he is satisfied they are open.

Continued on page 14

There are fools and fools, but the prize fool is this one.



Vol. X. NOVEMBER 1922 No. 11.

Published Monthly for the Employees of Bird & Son, Inc., East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. Rogers

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Main Mill	S. W. SMITH
Chicago	W. W. WILSON
Athletics	A. W. SMITH
Health	M. R. LEAVITT

Printer: F. R. MEYER

Business Manager: A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

"Every piece of work which is not as good as you can make it—meagerly thought, niggardly execution; every hasty or slovenly or untrue performance—should rise up against you in the court of your own heart and condemn you for a thief."

—Robert Louis Stevensou.

ON GIVING THANKS

The giving of thanks by mere word of mouth to the Supreme Giver, is, in these times, almost farcical to the mind of folks who think.

At the same time folks who *really* think *do* give thanks.

They *give* it I say.

They give it to the Supreme Giver.

They give it consciously.

They realize how very much they have received out of the Universal Storehouse, how heavily in debt they are to the Process of the Ages.

They realize how many folks have *thought* and *planned* and *worked* since time began and how all this contributes to the enriching of their individual lives.

And so folks who think *do* give thanks.

They *give* thanks *consciously*.

They give it not merely by word of mouth, but by *using* to their full personal capacity these bequeathed benefits and by contributing helpfully what they are able where they may.

They do their work as well as they can, thinking about it, putting themselves into it wholeheartedly, improving it, simplifying it, directing it.

Thus they make return in kind to the Supreme Giver by contributing to the general good through their particular vocation.

—H. E. R.

THE RED CROSS IN PEACE TIME

In peace time no less than in war time the American Red Cross is busy, saving human life, salvaging human wrecks, supplying human need, reviving human health.

It responds to appeals for aid almost as promptly as does the fire department answer the fire alarm. One of the most suggestive things ever said about the Red Cross is this, that "no other organization has ever existed which can so effectively bridge the gap between the necessarily formal activities of the government and the informal affairs of the home." That is one secret of its power, the fact that it appeals for support on the score of both the efficiency with which it does its work and the tender care and human kindliness with which it renders its ministrations.

The Norwood and Walpole Chapters need our support. They need a great many more members than they now have. The membership in the Walpole Chapter has dropped in four years from over two thousand to one hundred sixty seven.

It has certain financial obligations which must be met each year in the way of home service, and local health work.

In addition, it is likely to be called upon to help people left destitute by war, flood or famine, and only a large and active membership can make it possible to render the aid which may rightfully be demanded of a Red Cross Chapter.

Yearly membership certificates may be obtained from Mr. P. H. Bailey, chairman of the Walpole Chapter, Edward H. Allen, Chairman of the Norwood Chapter, or from Miss Leavitt or Miss Haslam, our nurses at either of the hospital rooms.

We urge our readers who have left the Red Cross during the years since the war to become associated with a chapter again, and to bring recruits with them.

THE SPIRIT OF PROGRESS

The greatest asset a business or an individual can have is the spirit of progress. Without that all else is largely in vain. With it every good thing is possible.

What is the spirit of progress? It is the desire to know what constitutes true success and the willingness to take the patient steps which lead to it; the desire to correct errors, traits and tendencies which retard progress, and the willingness to receive new ideas and act upon them; the desire to act from sound motives, and the willingness to give up false and temporary success for vital and permanent growth; the eagerness to utilize every wholesome opportunity, the enthusiasm to strive for excellence for its own sake, and the energy to push on, pausing only when the victory is won.

Library

"Were I to pray for a taste which would stand by me under every variety of circumstances and a solace of happiness and cheerfulness to me during life and a shield against its ills, however things might go amiss and the world frown upon me, it would be a taste for reading."

—Judge Anthony Donovan.

BOOKS FOR CHILDREN

At a recent meeting of the Women's Auxiliary of the Quincy Boy Scouts, the importance of choosing the right literature for children and its bearing on their future was brought out very forcibly by no less authority than the Librarian of the Thomas Crane Library, Mr. Truman R. Temple, whose service as Scout Master as well means so much to Quincy.

Following is the substance of his address:—

Reading is not going to solve all the problems of the world, but the proper reading for growing boys is of great importance. There is a time when certain instincts will develop and come to the front if properly stimulated, or if they are not aroused they will lie dormant. Reading is a great factor in this development.

Imagination is the greatest single intellectual endowment we have, and children need fairy tales to develop it. Later comes a love of adventure, and Every Boy's Library, Boy Scout Edition, will solve the adventure problem, for the books are all standard stories, selected by mature men who yet have kept in close touch with boys. There follows a love of the ideals of knighthood and stories of romance. Let the boys and girls satisfy their emotion through the right books rather than through what may be sordid reality.

The importance of reading aloud in the home was emphasized. It will consolidate a home, and is of great value in promoting a love for the right books. Two modern books that can be enjoyed by every member of the family are "The Story of Mankind," by Henhrik Van Loon, and "The Outline of Science" by J. Arthur Thomson.

If the boys and girls will develop a taste for good reading, not trash, they have something that will grow invaluable to them as time goes on.

Walpole is just as keenly alive to the importance of best books for children and has one of the best equipped children's department of any library in the State. Their special activity for the week of November 12 is the exhibit of the best new books for children and reprints of the classics. This is an established custom each year, and has been the means of aiding parents in the selection of books which have an ennobling influence from the best masters of the English language. The Librarian, Miss Forster, is glad to give her assistance in the choice of books and to supply any information required.

More Books

Some of the good books which have just come to our library:

My Memories of Eighty Years, Chauncy M. Depew.

Few men have taken part in so many history-making meetings, and known intimately so many men prominent in public affairs at home and abroad. It is delightful and instructive reading.

Random Memories, by Ernest Longfellow, mentions many anecdotes in connection with his early friends and his father's, together with his own experiences as an art student in the sixties. The authorship of the lines—

"There was a little girl,
Who had a little curl,
Right in the middle of her forehead.
When she was good,
She was very good indeed,
But when she was bad she was horrid."—

has often been disputed, and here we are assured that they were composed by his father during one of his frequent visits to the family nursery.

For nature lovers there are two good books—The Cabin, by Stuart Edward White, a delightful journey on paper among the Sierras and the Range Men, stories of the Ranchmen and Indians of Alberta by L. V. Kelly. Amateur farmers will enjoy Truly Rural, adventures in getting back to the land, by Richardson White.

Immortal Italy, by Edgar A. Mowry, is of especial interest at this time, because events of the past week make us welcome this chronicle of modern Italy, and because of the recognition by the author of the backing rendered him by Thomas Nelson Page, our former Ambassador to Rome, whose death has just been announced.

Harbours of Memory, by William McFee, a collection of his best essays covering a period of twenty-three years of journalism.

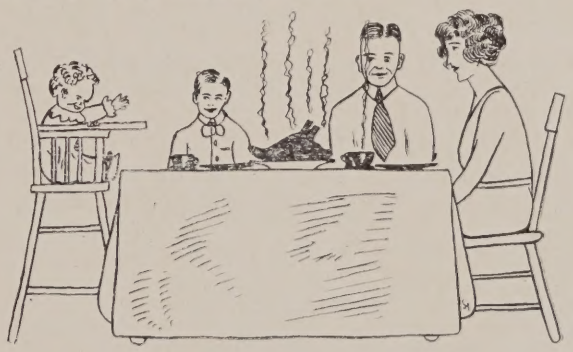
If fiction satisfies, we can offer much—many of the old, worth-while books and much that is new, but space prevents our listing recent additions.

THIS IS JUST SOME THANKSGIVING "DOG"GEREL

The dog that bites his master's hand is the cussedest kind of a cur,
While the pup that eats and wags his tail,
And then lies at your feet for a nap
Is the kind of a dog that a good sport likes.
For the snapper he cares not a snap.

The man who eats at Nature's Feast,
And growls and kicks and swears,
Is just like the ugly, biting beast.
Don't you wonder how any one dares
To take and use all of Life's good things,
With never a thought of thanks?
Oh! it's better to chortle with gladsome glee,
To chuckle and smile and grin
Than to drag down your face with a couple of yanks,
And hang a weight on your chin.

So here's for real thanks for Thanksgiving,
With feasting and fun and cheer;
Its the tip-toppingest time of the season!
Aren't you jolly well glad you are here?



REGARDING THE TELEPHONE

This May Help You

Many times I have been called to the telephone to take a message that was very indistinct, sometimes it would be a long distance call.

Invariably by closing my eyes I was able to hear every word distinctly.

Reason—It is a scientific fact that when the eyes are closed the attention is not diverted by what is going on about us, with the result that the mind is concentrated to a greater degree on what we are thinking about.

I am convinced that the above if tried would minimize telephone errors throughout the mill.

—Interested Reader.

Notes from the Plants and Offices

MAIN PLANT

The season is now open for bumping your nose against the mill office door as you pass out. In this case, it is "Pull" and not "Push" that gets you by.

Carl Schaier's garage is completed and we all expect a bid to look it over. Carl makes good use of his time off.

We have another true worker who is a police officer, Lawrence Balduff in Norwood. That makes three with George Doderer who is chief of the blueberry patch.

Did you hear the whistle Sunday night, October 29? Everyone that was there was glad there was nothing doing, but if the man who made the changes could have been found he might have had to pull himself out of the pond.

Cards have been received from Carl Schaier, who is enjoying a trip to Washington in celebration of his 25th wedding anniversary.

Arthur Damon (SM) After a Day of Duck Shooting at Scituate

The girls in the Mill Office have a liking for dolls. When two were brought in a week or two ago the girls simply went wild over them.

Bob Morse, our stout and smiling shipper, almost won a quilt a few weeks ago. *Almost.*

J. B. Maguire is getting out a patent on a new style flowerpot.

DUM FOOLISHNESS

The other evening, the **Head** guy at DF strolled over to the Bowling Alley. He found his assistant cussing good and proper at two chaps, so he hollered "Hey! **Nixon** that vul-**Geary**-ty, where **Dyer** think you are, home?" "Well," said Murphy, "to be **Frank** with you, these guys are stand-**Patters**-on the hooch question, and I don't agree with them. I came near **Landy**-ng on them." "You should practice **Kirby**-ng your temper," said Tap. "Let's settle it this way. Whoever **Bowles** the best string, wins." So they went to it, **Carroll**-ing gayly.

—H. L. B.

MAINTENANCE DEPARTMENT

Jack Smith was in great form at the Old Timers' night. He is coming before the public so much lately that he is taking a course in after dinner speaking.

The question is,—given adequate time—whether Scotty Robertson would not beat the world's record for eating chicken. Refer to Russ Tupper—nuff sed.

Charlie Rafuse is now comfortably located in his new bungalow on Pleasant street.

Fred Duncan has recently become a radio bug.

We offer our congratulations to Donald G. Merrill, whose engagement to Jane Towle, of Walpole, was recently announced.

Who conjured the old file from Gus Hagman's tool kit to the inside of his auto tire? The finger of suspicion is pointed at Steve Smith, as he has taken a course in magic, as displayed at the Old Timers' meet-up.

Harry Anderson is receiving messages from all parts of the world on his new radio recently installed. Its a fine way to pass the long evenings, he says.

"The biggest factor in fuel waste is not machinery, but human negligence." Everybody get busy, and carve down the corners this winter.

Joe Sheehan, of Department E, recently entertained Mr. and Mrs. Wyman at his home in Norwood, where he has been installing a radio outfit.

It was a coincidence that Mr. Way of the Union Pacific Railroad was broadcasting from Pittsburgh his description of the Yosemite Valley and some of the wonders on the Pacific Coast. This gave Mr. and Mrs. Wyman the opportunity of reviewing their trip through this valley and to Inspiration Point, a report of which appeared in the *Review* in the spring of 1915.

Don Merrill, while foraging beneath SD building, slipped and fell in the river up to his knees. While Merrill was paddling around in the water he remembered that a tire was stolen from Johnson, of Department M., and noticed one in the water under the building. Because he got wet, he thought he would put one over the Safety Inspector, so he told Frank Fisher about the tire and Frank crawled under the building amongst the cobwebs, only to learn that the tire in question was a junk one and not Johnson's.

Henry Hartig looks real businesslike sitting behind the wheel of his Gardner car. He'll never get arrested for speeding.

Bill Koehler has joined the Drafting Room force. Bill was formerly employed in Department DMPM2. We welcome you back to work, Bill.

Nel Boulter is back again as well as ever after undergoing an operation on his nose.

Nils Lindequist has moved into his new bungalow and has been kept pretty busy giving it the final touches before the snow flies.

The many friends of Walter J. Murphy will be pleased to learn that his name appears on the freshman honor list for the first five works of school at Northeastern College. Walter was one of four from the chemical course to obtain this high distinction. His training in PL with "Doc" Sumner and Gene Connolly during the past four years is no doubt standing him in good stead.

BOX SHOP

Alfred O'Rielly, of the presses, is the happy father of a baby boy.

Someone going by Sam Hunter's house the other evening thought there was a Scottish clan picnic in his backyard, but it was only Sam and his friends building a new garage. Sam believes in the maxim, "United we stand, divided we fall,"—we, of course, meaning the garage.

We offer our sincere, best wishes to Sadie Deeb, who was married Sunday, October 29, to Jack Bitor.

The Chrysanthemum Club is making preparations for an active winter. At the first meeting, the following officers were elected: Catherine Geraghty, President; Annie Farrell, Vice-President; Mazie Driscoll, Secretary; Catherine Brady, Treasurer. Very soon the girls are planning a theatre party.

Julia Dolan, who for the past several years has been in the Nail and Cap Department of the Building and Roofing plant, has entered the Shoe Carton Department.

FLOOR COVERING

Pete McCall is the proud daddy of a little daughter. He admits that she is already teaching him to go without sleep.

Oscar Knight is able to give anyone points on walking. He is getting to be quite a champion in that line.

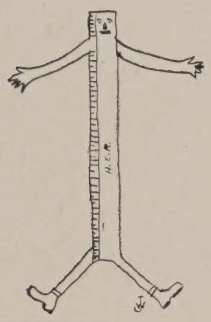
Our style setter is Tony Salamsa. One of these cold mornings he came in wearing a black top coat and white gloves.

The noontime conversations in the rug tube room are very interesting. All topics from Ancient History to Current Events are discussed. Isn't this a profitable practice?

Getting married seems to be the vogue just now. "It takes courage these days" as every one who thinks he knows says. But love is blind, so over we go one by one and prospects are good for the near future.

The latest joiner of the S. A. W. O. B. is Mr. Ronald Bibber Wadsworth, to whom the *Review* offers congratulations.

We are used to a Ford that skips, but there is one here at FF that hops, skips and jumps. It is a good looker too. Looks like a chicken that just will not grow any feathers. You know. The kind you take pity on cold nights and mornings and want to make a sweater for.



"MR. RULE"

This is what Tony, Rocky, Norio and the other Italian fellows call Rouillard.

(Picture by Werner Johnson)

Eight full cars were loaded and shipped from the FFV platform on October 10. The previous record was seven cars.

This means two things. First, that business is good. Second, that we are developing bit by bit a more efficient way of doing things.

Congratulations to Mr. and Mrs. Harold Sibley on the advent of the finest baby boy ever.

Who wears the most disreputable looking hat around here?

"Bill" Wilson, when he was with us, used to carry off the honors.

We think the prize taker is Stuart Nickerson of FFN.

We had a NO ACCIDENT WEEK October 23–28. We did.

His associates at the Floor Covering plant were saddened to learn of the death of August Carlson, October 11, after a long illness. Mr. Carlson was employed here since June, 1917, and he had a host of friends. We extend our sincere sympathy to the bereaved family.

ATWOOD–WADSWORTH

The following item, clipped from the "Boston Globe," tells of the marriage of Ronald Wadsworth, foreman of the Finishing Department at the Floor Covering plant.

Bangor, Me., October 9—Ronald Bibber Wadsworth of East Walpole, Mass., and Miss Lucie Atwood were married at 3 o'clock this afternoon at the residence of the bride's parents, Mr. and Mrs. Lewis C. Atwood, 262 State Street, in the presence of a large party of guests. Rev, John M. Bieler of Machias performed the ceremony.

The bride was given away by her father and attended by her elder sister, Mrs. Fred Donald Crowell of Bangor, as matron of honor, Phillip N. Hills of East Walpole was best man, and little Mary Ann Cales of Jacksonville, Fla., the flower girl.

After a wedding trip Mr. and Mrs. Wadsworth will live in Norwood, Mass. The Atwoods and Wadsworth were former residents of Eastport. The bride graduated from Eastport High School and attended Columbia University. The bridegroom is a graduate of St. Johns Military Academy and Bowdoin College, '20.

Donald Kimball is the next on the list of Bird Club members to renounce the joys of bachelorhood. He is to be married Saturday, November 11, to Evelyn Morton. They are to make their home in Norwood.

BUILDING AND ROOFING

There is an old adage to the effect that, "Everything comes to him who waits." After years of patient waiting the members of FB have been generously rewarded in being able to have the laugh on our old friend, Doc Watson.

We have always known that Doc was not such an enthusiastic proponent of the 18th Amendment that he wished to claim Mr. Volstead as a near relative or such like, but we were amazed very recently to a degree from which we have hardly recovered. It was all brought about by a visit to the mill by the chief of police, together with a U. S. deputy marshal, who severally wished to question poor old Doc as to his whereabouts on a certain night previous. As usual an alibi was produced which, like a Chesterfield, seemed to satisfy, and caused Doc to chuckle inwardly. But the officers of the law were persistent and when they asked Doc as to the whereabouts of his Maxwell on the night in question, the unexpected and unbelievable happened, DOC BLUSHED. It seems that someone had counterfeited the number plates on Doc's machine and used them on a rum running expedition around Springfield, Mass.

We were all greatly relieved when Doc was found innocent of the suspicion, because without him FB would be as dull and dreary as a court without a jester, and besides Doc would not look well, dressed like a zebra.

Our Don Kimball, of PBL, is some busy man lately, first trying to buy coal for his new home, then trying to find somebody to wash windows, having the electric lights connected and a hundred and one other matters that go with establishing a new home just because he is going to give us his bachelor quarters at the Bird Club and with the young lady of his choice take up his residence onVernon Street, Norwood. The event is scheduled to take place Saturday, November 11.

We were sorry to lose our assistant yard foreman, but he showed himself too much of a Fire Hazard and lost his job. Moral, Don't smoke on the job.

The recent change in FB office makes a decided improvement. Our Superintendent now has a nice light office. The general office has been enlarged and the Foreman and Inspector are now provided with a nice quiet room all by themselves.

Howard Everett has been appointed foreman of FBD and FBT Departments, and says it keeps him busy. He has recently taken up his residence in East Walpole.

Our Slate Handling System is being connected from a pneumatic to a mechanical system.

We are glad to welcome Ralph Rockwell who is a new member of Rob Roy's still crew, and Clark T. Harding who has joined the laboratory staff.

Gus Johnson, who has been out for the past few weeks with a very badly infected hand, is getting well rapidly and we hope to see him soon back on the job.

Who put the saw, axe, chisel etc. under the operating table the first of No Accident Week? Trying to scare us all so we would do anything rather than have to go into the hospital.

LOUIS ROSS SCOTTISH CONCERT CO.

BIRD HALL, NOVEMBER 24, 1922

Auspices of Clan Murray No. 4 A. O. S. C.

NINE NOTED PROFESSIONAL ARTISTS

GERTRUDE BREEN THOMSON	Lyric Soprano
JEAN WOOD	Contralto
ROSE MACALISTER	Tenor
RICHARD GRAYSON	Basso
IRVINE SISTERS	Scottish Dancers
TOMMY LONERGON	Singing Comedian
EMMA PACKER	Piano Accompanist
Pipe Major, ANGUS MURDOCK	Scottish Piper
Pipe Major, ALEX RAMSAY	Scottish Piper

MAIN OFFICE

We are glad to welcome several newcomers this month: Miss Jessie F. Raymond, who has joined the Credit Department staff.

Fred H. Center, Manufacturing Ledger; David S. Lowry, Statistics; Clifford K. Channell, who is assisting Mr. Gillis.

Mr. Chittenden, who travels in Florida and Georgia, was here at the mill on the 23d, 24th and 25th. Mr. Brooker, who travels in the Carolinas, visited us on October 30; also Mr. Waddell, who covers the West Virginia territory.

Howard White, who has been connected with the Floor Covering Sales Department for the past year, has accepted a position with the George H. Morrill Company, of Norwood. We wish him every success in his new work.

F. H. Bagley, of Norwood, has recently joined the Floor Covering Department as Sales Correspondent.

Jack Donnelly finally succeeded in arranging the much talked of golf match on October 9, at the Dedham Polo and Country Club. Six players teed off: Samuel Hutchinson, James Barney, E. J. Fuller, Jr., P. H. Bailey, Bill Hale and Ben Rogers. Sam Hutchinson turned in the best score although Bill Hale led him to the turn. The scores were—well ask Bill Sline, the official scorer.

Sabina R. Costello, who was for several years sales correspondent in the Building and Roofing Department, left us recently to take charge of the Providence office of the J. J. Mahon Company, one of our dealers. To show their good wishes for her success, her associates presented her with a black leather suit case.

Mr. L. L. Thompson, Sales Manager of the Southern Division, was here at the mill on October 2. Also Mr. Van Hoy, salesman in Maryland and Delaware, was here on that same date.

Margaret Balfour is now a member of the Messenger Service, taking the place of Mary Regan who resigned recently to attend school in Boston.

Gertrude Meyer, formerly of the Stenographic Department, has transferred to the Labor Bureau.

Mrs. A. C. Foss, who was stenographer and clerk in the Labor Bureau for the past two years, has resigned to take up a new line of work.

Mary M. Graney has joined the Box Products Sales force.

The best wishes of the Accounting Departments go with Stewart Keith, who recently left them to become a member of the Planning Department.

We are glad to see Agnes Carroll back on the job after her summer abroad. During her stay, she visited Ireland and found it quite exciting to live in a country which is under martial law.

Ethel Duncan is also back after a month in Nova Scotia. Although the weather was very good during most of her stay, there were at least two flurries of snow.

An informal Halloween party was held by the resident members of the Bird Club, November 1, when the members who had left during the year to be married were entertained with their wives. The Alumni Association of Resident Bird Club members is growing so rapidly that they are thinking of having a regular organization.

PHILLIPSDALE

On October 12, John Carlson, an employee of DPG, met with a fatal accident while riding his motorcycle on Taunton Avenue in this town. It was only the second time that John had driven the motorcycle and, although he had a driver's license for an automobile, he was not familiar with the operation of the motorcycle. He was riding out Taunton Avenue and had just crossed Pawtucket Avenue, when, as he turned to pass an automobile, he appeared to lose control of his machine and plunged off the cement road into the gutter. The car crashed into a pole and his body was thrown against the obstruction. Neighbors attracted by the crash rushed to the scene, but a hasty examination disclosed that he was dead. We wish at this time to extend our sympathy to his father and mother. John was a good boy and will be greatly missed.

The week of October 23 was No-Accident Week and we passed through that week without an accident. That is a very good record and showed at least that every one tried to be careful. Now let us all watch out every *DA Y* and avoid getting hurt.

Who said business was picking up? Well, just watch the girls in DPG.

Favorite Pastimes

Furgus—Brushing the dust off his car at noontime.
Thos. Milburn, Sr.—Trying to play checkers.
Ed Kelley—Telling what he can do.
Joe Farrell—Puffing on his old T. D.
Pat Reynolds—Running around the mill with an oil cup.
Al Dansereau—Having his vacation each month.
Jas. Blessing—Sailing around in his Lizzie.
Chas. Sanders—Trying to please the girls in DPG.
Ned Healey—Eating a loaf of cake.

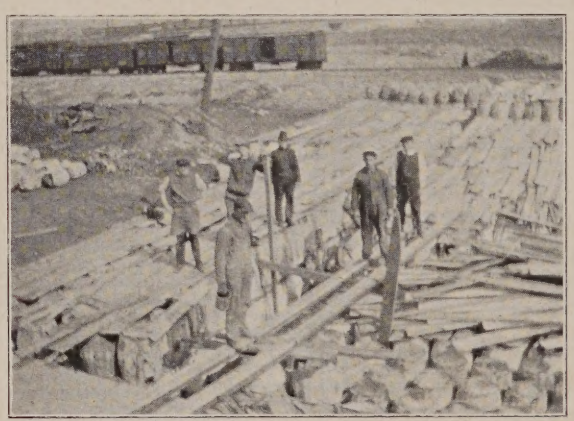
Did you hear about the accident Miss Maguire had while driving her sedan the other evening? Alice doesn't think that it is right to have telephone poles on the side of the road. We are going to petition the telephone company to place the wires underground. But remember, Alice, that there are picket fences just off the road and if you run into them you will stop also.

CHICAGO

WINDI–CITI–ITES

The Bowling Teams are off for the winter and the Mill resounds with rival claims of the championship. Morman is captain for the Maintenance Team; Match is leader for the Machines, Bohenberger for the Shipping, Downey for the Sales, and Gach is major-general for the Office and Accounting. Some of the boys, among whom are Morman, Match, Al Jansen, Clifford and Voltnes, are getting their bowling arms in shape by playing "barnyard golf" every noon.

We regret that Hazel Moore, of the Accounting Department, has had to resign because of ill health.



Joe Blosky and his Yard Crew Unloading Asphalt

Ben Roberts and Bob Thurston are two of our number who have lately renounced single bliss for married blessedness. Here's wishing them all the joy and happiness in the world.

Miss Hayes and Mrs. Stecker left us last week. Miss V. Kalman is to take Miss Hayes' place at the switchboard.

During these past few days of Indian Summer "Arch" Downey has knocked out more flies in his office than Babe Ruth ever did home runs in his whole life.

Charlie Kawan, our Maintenance Store Keeper, leaves this week for his new farm in Merrill, Wisconsin. We wish him all the success in the world in his new venture.

Although we had a few cuts and bruises as usual, yet we had no "lost time" accidents for "No-Accident Week." Why can't every week be "No-Accident Week"?

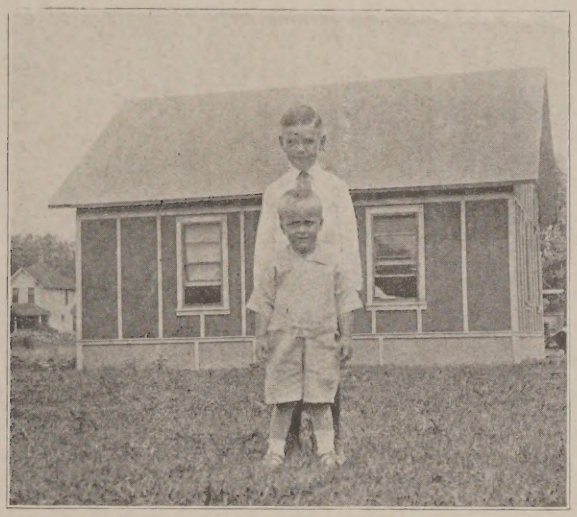
Business keeps up enough to keep one machine on the

move. And this seems to be true of our competitors here around Chicago, too.

This last month has been a period of visitation from our competitors. We have had delegations from Lehon's, Ruberiod, Certainteed, Reynolds and Vulcanite. We have also had several of our dealers stop in to see how the products they buy from us are made.

John Kennelley has gone into the Accounting Department to take the position vacated by Miss Hazel Moore, while his work in the Mill Office will be taken over by Eric Gach.

The machine crews came through in fine style several times during the month for "non-stop" runs and incidentally broke several records too.



The Proslate home of Mr. L. L. Williams, our city salesman, in Norwood Park, Chicago. The boys are Jack and Bud Williams.

The "pro-slate" garage erected in the yard for employees is now completed. It should fill a needed want during the coming months.

Reports from everywhere indicate that business for this coming year should boom. And again it isn't all going to be a "price game" either—quality will survive at all costs. Now is the time to go over the loose ends and gather them in and so plan improvements as to take advantage of every penny spent.

The following editorial, clipped from the Mill and Office Weekly News of the Chicago plant, has in it something for us all.

Do You Come Home With a Smile?

Father, have you ever given much thought to the question, Am I doing all that I should for my family? Am I as thoughtful and as kind a husband, as tolerant and helpful toward my children as I should be?

Mr. Married Man, how do you greet your family on your return at night?

Do you merely grunt in response to your wife's greeting?

Do you start to scold the minute you spy the children?

Did you ever try to go home with a cheerful expression on your face and a good natured "How do you do, Mother?" to your wife, and a happy word to the youngsters?

If not, you are far from doing your duty as a family man.

You have missed a lot and robbed your family of a lot if you have not been habitually pleasant in your home comings.

Make every one in the home glad to see you return to it.

It ought to be worth a good deal to you to have the children exclaim joyfully, "Oh, goody, here comes Daddy!" and to see their Mother smile a welcome for you.

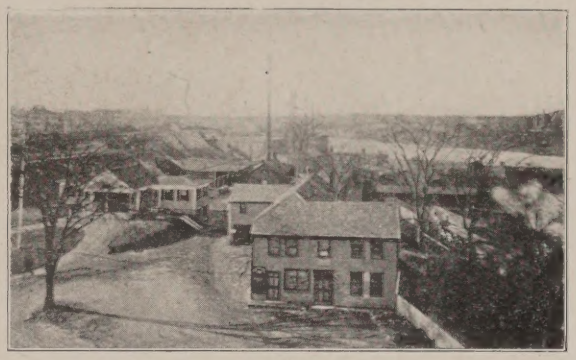
If you cannot remember the time when you were a fool you are one yet.

DO YOU REMEMBER

When Carl Schaier and Tap Geary were sparing partners?

When Prof. Smith drove the Queen?

When Jack Smith froze his ears coming from Holliston?



When the Office and Triangle Buildings looked like this?

When Duffy Guild was engineer and Cal Parks looked after the repairs?

How about a few old time instances from some of our many Old Timers?

After the rousing time at the banquet the other night and the amusing and interesting recollections of former days many of the older employees must have a lot of g od items for this column. Come in, send them in, or send word and we will drop around to see you.

WALPOLE HOME BUILDING CO., INC.

The Walpole Home Building Co. Inc. has recently sold for C. S. Bird the small cottage house located at 20 Fuller Avenue, East Walpole, to William McLauchlan who will soon occupy it as a home.

The new bungalow located on Pleasant Street, near the Norwood and Walpole line, has been sold to Charles D. Rafuse, who has been living for several years in the house located at 36a Fuller Avenue, East Walpole. This bungalow, which was built during the summer, is constructed almost entirely from materials manufactured by Bird & Son and shows the possibility of building economically with the materials such as are produced here in town.

The Walpole Home Building Co. Inc. has signed agreements for the sale of the following properties located in East Walpole:

The house, barn and lot located at 67 Pleasant Street to B. R. Taylor.

The house and lot at 30 Fuller Avenue to James E. Dine.

The house and lot at 58 Walcott Avenue to Frank Whitehead.

These three houses sold had been occupied by the purchasers for some time, and the fact that they are purchasing them for a home speaks well for the prosperity of the village.

The more people that own their homes, the better the town will be.

John's quit smoking,
So has Bill.
They smoked last
In a powder mill.

SUGGESTIONS

DON'T BE AFRAID OF STRANGE IDEAS

Don't be too hard on the man with the idea that seems strange to you and your neighbors. If it has merit it may come into general acceptance in your own lifetime; and if it hasn't, it's pretty sure not to do you any harm.

Charles Goodyear, who, by showing us how to vulcanize rubber, did as much as any one to make possible the automobile of to-day, was publicly denounced as insane from the pulpit of the church he attended.

Daguerre, inventor of the daguerreotype, was put in an asylum for saying he could transfer likenesses to pieces of tin plate.

When Franklin offered accounts of his experiments in electricity, the learned societies of Europe rejected them as of no scientific importance.

Bankers threatened to call in their loans and close George Westinghouse up unless he would abandon his "foolish notions" about alternating current.

Galileo discovered the telescope and got away with it. But when he pulled that one about the sun standing still, and the earth revolving, the authorities put him in jail until he was ready to make a recantation in the public square; and as he arose he is said to have muttered, "It revolves, just the same."

The following suggestions were accepted during the month of October and the standard prize of $5.00 awarded for each:

Method of loading warehouse cars at FB	Hubert L. Smith, FBV
Install waste can near smoking seats at FB	Charles Derry, FBY
Signal for crane man at FFN	Stuart Nickerson, FFN
Improvement in flushing DMPM 5 lining pump and chest when shutting paper machine down	Carl V. Smith, DMB
Paraffin in cake form to clean rolls of FB machines	William Bradley, FBM
Improved friction drive on can sealer at FB	Raymond C. Call, FBM
Improved friction roll at coating section, FBPM1	Helmar Eklund, FBP
Put guard in front of small pull rolls, apron, section, PM1 FB	Thomas A Smith, FBP
Install small crane and chain falls to lift heavy drums of oil and naphtha at FFN	John Macchi, FFN
Cut opening in paint spout, FFN	John Macchi, FFN
Cover for tank in FF undercoat room	Allen J. Hill, FFN
Install chute under FF varnish machine	Austin MacAloney, FFD
Improvement in wax machine piping at FFD	Patsy Sansone, FFD

THE BRIGADE SUGGESTIONS

After careful consideration the committee appointed to select the best Fire Prevention Suggestions submitted during the week of October 2d to October 9th has made the following selections:

First Prize $10.00

I believe one of the least expensive and most effective things we could do to prevent fire is to have some better means of locating fire extinguishers, sprinkler valves, etc.

The first five minutes of a fire are the ones when it is most easily put out and if the extinguishers, etc., were more easily located I believe it would be a good move. In some plants the post on which the extinguisher is hung is painted red, while if the extinguisher is on the wall, there is a red banded white circle about 3 inches in diameter back of it. Large red arrows point to sprinkler valves, etc., wherever the same may be the least bit obscured.

There is always excitement in case of fire and a man who knows where apparatus is when calm may forget in excitement, but if he sees red he knows it is apparatus and gets it. —B. R. Taylor.

Second Prize $5.00

I suggest that it would be a good idea under the heading of fire prevention to do away with the old wooden tank house at FB and replace it with a corrugated iron building. In case this building should catch fire and water be played on it, when the covers on the tank would be open, the water would get in to the asphalt and make it run over, which would add more burnable material to the building and would cause considerable damage.—M. F. Sheehan.

Honorable Mention

In regard to using the torches and welding outfit, I think there should always be at least one man right on the job every minute while torch is in operation. You never can tell what may happen now in some places. We use one or both of them. There is no fire hose handy. I think it is a good plan to insist on having at least one fire extinguisher, if not more, on the job. You could have one or more kept in storeroom for this purpose.

—M. F. Smith.

(Continued from page 7)

Cold weather valves are in various departments and are closed in cold weather to prevent freezing. They are opened in warmer weather.

Hydrant houses should always be kept in good condition with equipment complete. Any missing pieces or broken hose should be reported to Assistant Chiefs J. H. Smith or M. F. Sheehan.

There are three hydrant houses on East Street for the upkeep of which we are responsible.

It is important that all members of the Fire Brigade should be able to use a pulmotor, and to this end we have recently had demonstrations at the Emergency Rooms.

When standing Holiday Watch, it is the duty of each Fire Brigade member to patrol the mill every hour, allowing no strangers or men off duty on the property. The badge is worn on the outside. A report is submitted to Captain immediately after the watch is over, enumerating everything that happened during watch.

It is the duty of every Fire Brigade member to keep his clothing in a steel locker, keeping it free from junk, oily rags and inflammable material; to dump out pipe and throw away lighted cigars and cigarettes before entering Mill Yards; to see that there is a covered waste can in each department in which are deposited oily rags, waste and garbage; to keep on the lookout for bare electric wires, steam pipes that are too close to woodwork or any fire hazard throughout the mill, and report to Inspector F. W. Fisher. —W. M. S.

GIRL SCOUT NOTES

On Columbus Day several of the Girl Scouts, accompanied by Captain Leonard, Lieutenant Smith, Scout Master Lindequist and some of the Boy Scouts, hiked to Mr. Allen's farm, where they found a charming camp site. Fires were built and dinner cooked, after which Scout Master Lindequist instructed in the erection of a four-sided shack. The only regret was that, after the work was done, it was time to go home.

A meeting of the Troop Committee was held at the home of Mrs. G. M. Graves on October 23. Plans were made for the coming season. Those present were Mrs. F. W. Bird, Mrs. G. R. Wyman, Mrs. S. H. Kay, Mrs. R. H. Kimball, Captain Leonard and Lieutenant Smith.

The members of the Holly Troop entertained at a Halloween Party, held in the Wednesday Club on Saturday evening, October 28. Nearly all were masked and a great deal of fun was enjoyed by all. The hall was very prettily decorated. Olga Anderson won the prize for the most attractive costume, and James Phelan for the funniest. Refreshments were served at nine o'clock, after which dancing was enjoyed until "Home Sweet Home" was played at ten o'clock.

Scout Helen Smith has been obliged to give up Scouting on account of poor health. The vacancy will be filled by Cecelia McSwain.

A new troop is being formed under the guidance of Captain Leonard. At present the members are: Marjorie and Dorothy Joston, Eleanor Everett, Margaret Kimball, Dorothy Park and Dorothy Cobb. Scouts Muriel MacDonald and Gladys Anderson of the Holly Troop are acting as Patrol Leaders and Scouts Jean Phelan and Blanch Collins as Corporals.

Lieutenant Smith will become Captain of the Holly Troop, with Miss Bertha Whittier as her Lieutenant.

Plans are being made for a cooking contest and food sale to be held on November 25. The contest is open to all and anyone desiring to enter may give their names to any one of the Scouts, officers or members of the Troop Committee. Prizes will be awarded for the best and second best cake, the best pie and the best tea biscuits. All who enter may submit one article of food in each class, but not more than one. The prizes are awarded by the Snowdrift manufacturers, and the rules of the contest are as follows:

1. No shortening but Snowdrift shall be used.
2. The prizes are for the organization holding the contest.
3. The food shall be sold for the benefit of the organization holding the contest.

The judges will be Mrs. Frances Lovejoy, Mrs. S. H. Kay, and Mrs. Leonard Bartlett.

As there must be fifty contestants, it is hoped that there will be a general response. Snowdrift can be bought at Whittier's Grocery Store in one or two pound cans.

Preparations are under way for a play to be given this winter. Miss Cavanaugh is to coach and much interest is being shown.

October 29 was Girl Scout Sunday and the Holly Troop attended service at the East Walpole Congregational Church in uniform in a body.

The week beginning October 21 was designated as Girl Scout Week, during which each Troop was requested to send its quota to State Headquarters. Holly Troop sent in its quota of $24.00 early, so that it holds second place on the Honor Roll of Lone Troops.

Several of the leaders and prospective leaders of the Girl Scouts in Walpole and East Walpole are attending a special course for leaders in Boston, Thursday evenings—Capt. Leonard, Lieut. Smith, Florence Harris, Bertha Whittier and Mary E. Cavanaugh.

On November 22 at 8.15, Mrs. Channing H. Cox will broadcast a message by radio for the parents of Girl Scouts. It is desired that as many as possible shall hear this message.

GIRL'S GLEE CLUB

There will be a meeting Tuesday evening November 21, at 5 P. M., in the Girls' Club Room, FX2, of all those interested in forming a Glee Club.

If you like to sing, be sure to reserve the date.

BIRD CLUB NOTES

There will be two entertainments each month as last year, one in Bird Hall, open to Bird Club members and one guest, the other will be for Club members only at the Club house. Club tickets only will be accepted for admission to all entertainments.

First meeting will be held at Bird Hall, November 23.

Committee in charge of November meeting:

W. J. Score, Chairman, L. A. Vanderpyl, W. A. Beaulieu, Wallace Duncan, H. L. Badger.

Through an error the names of S. H. Kay and P. N. Hills were omitted in the lists of the new entertainment committee published in last months *Review*.

The Finalists in the Doubles Tournament.
D. A. Chase, R. F. Shedden, R. C. Floyd, H. E. Sawyer, Jr.
Floyd and Sawyer—Winners

THE FRIENDLY PATH

Don't be afraid to laugh.

A hearty laugh is as good as medicine. It aids digestion. It shoves cares aside and brings happiness to those who are sad.

Thackeray declared that "a good laugh is sunshine in the house."

The world may be wild over jazzing; it may think too much about pleasure and show. But it is sorely in need of more whole-hearted laughter. When people really laugh out loud, their glee relaxes their nerves. They can feel the exhilarating tingle clear down to their toes

A man needs rest from everyday cares. He needs to forget temporarily vexations and sorrows which burden his mind. He gets partial rest when asleep; but after sleeping he sometimes awakes more tired in mind and body than when he lay down, because mischievous troubles—usually imagined—have kept creeping through his mind.

But when a man laughs from pure joy or because he sees something or hears something which actually appeals to his sense of humor, he gives his mind a more complete rest than at any other time during day or night.

It pays in happiness; it pays in everyday accomplishments to see the sunny side of life.

The long-faced, dreamy mortal seldom has many friends. He finds more troubles than he actually has and exaggerates those which are real.

In our pathways of work and our pathways of rest we should seek real causes for mirth.

RED CROSS ANNUAL ROLL CALL

November 11—December 1

(See editorial on page 8)

BIRD NEPONSET PRODUCTS

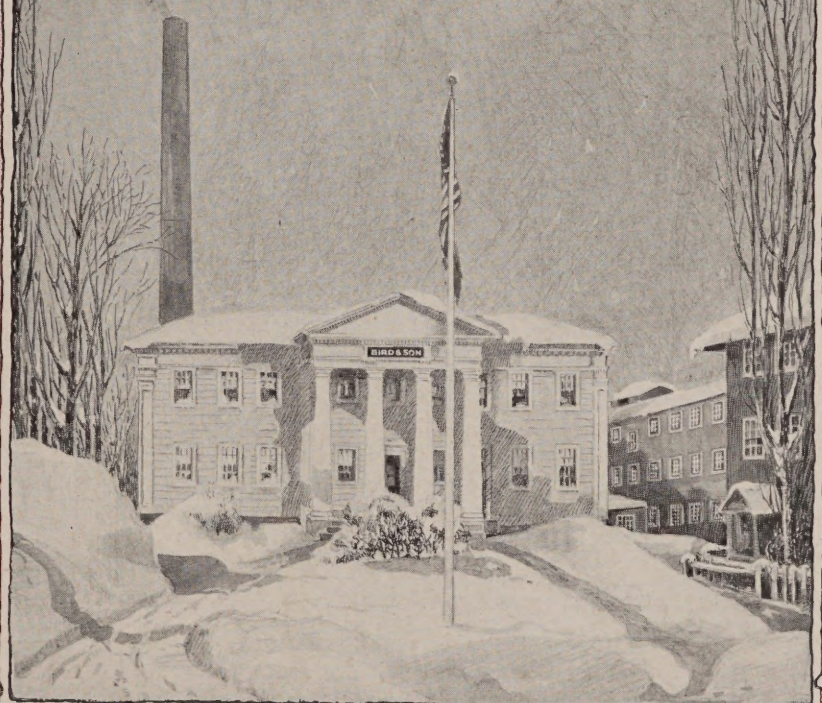
Neponset Review

HOLIDAY NUMBER

1922 1923

A Merry Christmas and a Happy and Prosperous New Year to Everyone

Bird and Son, INC.



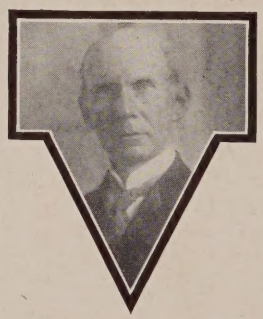
VOL XI JANUARY, 1923. NO. 1

Holiday Greeting

FROM

OUR PRESIDENT

One satisfaction—yes, the greatest of my business life, extending over a period of forty years—is the spirit of comradeship which exists to-day, as it has in the past, among the workers of Bird & Son. Our business is much larger and more extensive and, therefore, it is far more difficult for me to share the joys and sorrows of the individual worker as I did in the early days, but even to-day I feel that you and I are friends, working in sympathy and understanding for a common purpose. Furthermore, this cordial spirit is the backbone of our business—by far our most valuable asset—without which economic success would be impossible and failure inevitable.



CHARLES SUMNER BIRD
Pres., Bird & Son, inc.

It is also a satisfaction to know that our business is moving forward to a substantial and invulnerable position. It is growing in efficiency as well as in volume. It may interest you to learn that the Bird & Son plants are shipping, inward and outward, an average of more than 1000 tons on each every working day—a tonnage scarcely equalled by any similar business in New England. That, too, shows satisfactory progress.

It is pleasing to realize that in all these years, and even during the great war period, we have had no strikes, no lockouts and, in fact, no differences that we failed to iron out in friendly conference. That is a remarkable record of which all of us should be justly proud. You may not need to be reminded that there is no place in our organization for Bolshevists, Anarchists and other Reds, preachers of discontent and plunder, who threaten the existence of organized government by inciting class against class, the poor against the rich, the thriftless against the thrifty. Let them return to the land from which they came.

And now, friends, we must not forget that no one can get something for nothing—not in the long run. Work counts the most. It is a greater asset than genius, talk or money. This country has been built by the sweat of workers and not by the talk of slackers. Work has done the most to upbuild us and it will do the most to keep us going. As it has been, so it will be.

A Merry Christmas and a Happy New Year.

Charles S. Bird

A BIG 1922 — A BIGGER 1923

P. R. Allen says—Seize the Opportunity

P. R. Allen, Vice-Pres. General Sales Manager

The institution of Bird & Son has had a "long and glorious past"—its "present" is extremely bright—its "future" is full of great opportunities. Our job is to keep on our toes, go after the opportunity, and not wait for it to knock.

Every year I have written an article for the Holiday Review, reporting the past, predicting the future, or preaching a sermon; so this year I am just going to send along Best Wishes—A Merry Christmas—A Happy and Prosperous New Year to all fellow workers, customers, and all associates in business every where.

Phil R. Allen

WHAT COUNTS MOST IN SELLING?
Personaltity, Plus Reputation, Plus Work

At a recent meeting of the Executives' Club of Chicago, the subject of a debate was, "What counts for the most in selling—the personality of the salesman or the reputation of the house?"

So much was to be said on both sides that the judges finally called it a draw, but the debate brought out one thing—that what we mean by "personality" in a salesman is more than anything else "a matter of knowing your business so thoroughly that the men with whom you do business will respect you and value your counsel. It is doing and saying the things that your customers respect you the more for doing and saying. It is being fair and square in your thoughts of other men—yes, even of your competitors. *And last but not least, it is hard work.*"

P. H. Bailey, Sales Manager Building and Roofing Div.

It is the personality of our salesmen backed by the reputation for manufacturing ability of the highest order which Bird & Son has gained during one hundred and twenty-seven years of clean and honest dealing that has made the year 1922 a banner year in tonnage shipped.

Far more completely than any other firm in a similar line of manufacture, Bird & Son has the advantage of a background of a long manufacturing and selling experience, of knowing how best to serve our customers, how best to produce products of top-notch quality, and in good times or bad to preserve a cheerful, hard hitting, successful organization.

More keenly than ever does the Selling Department of this institution realize how every other department, Manufacturing, Traffic, Credit, Accounting, is doing its level best to help the selling end. Each of us in the selling end has a job cut out for us that is going to take the best there is in us to put it over. And no matter how nearly "best" we are, we know we can do better as a part of this institution than with any other organization.

In spite of highly competitive conditions, we have more and better customers than ever before and have shipped in ten months of 1922 a tonnage equal to the twelve months' tonnage of 1921. This could not have been done merely by good salesmanship. It meant that Manufacturing has been turning out the highest grade products, has added new lines, and has cooperated in the way of changing runs or making short runs of a particular product to help the selling end and to satisfy insistent customers.

The Credit Department has been of great help in arranging matters in the case of important customers who needed assistance at just the right time.

Traffic conditions are changing constantly with relation to the shipping of building and roofing products, and the Traffic Department, if it had not been on to its job, could easily have lost us customers instead of giving the kind of service which develops customers.

An Ideal Situation

I suppose if a Sales Department had everything its own way in the field that it would die of dry rot, but I suppose that every salesman and sales manager has dreamed of an ideal situation when quality would go up, prices would go down, when there would be an era of unlimited credit to weak customers, when everybody in the Sales Department could slash prices at will, when so much advertising space in magazines and newspapers would be bought that there would be no room for competitive advertising, and when Bird & Son not only would be on the map, but, in fact, would be the map itself.

But how much better to make a killing with things as they are. For a while in 1920 our salesmen were permitted to take orders for only 25 squares of shingles in a car, while in three weeks this last November we accepted orders for over thirty thousand squares of shingles alone, to say nothing of our other products. As a matter of fact, the Sales Department has a far more interesting job for 1923 than it had for 1922.

P. H. BAILEY.

FLOOR COVERING SALES

New Patterns, Higher Quality and Improved Appearance Have Greatly Aided Sales

During the year 1922 particular emphasis has been put upon the introduction and distribution of Bird's Neponset Rugs. Improvements made last spring which resulted in a highly glossed finish and brighter patterns have been well received by the floor covering trade. During the last half year stores carrying our rugs have enjoyed a quick and easy turnover.

Neponset 8/4 has also benefited by these improvements. The same is true of Rug Border. A few patterns in 12/4 have been added, with the result that to-day a merchant can purchase a complete and well rounded felt-base line under the Neponset trade mark. We sincerely believe that our rugs, floor coverings and rug borders have now reached a higher point of perfection in quality and appearance than ever before.

H. E. Sawyer, Jr., Sales Mgr. Floor Covering Div.

Several additions have been made to the sales force. A Western sales division under the direction of Mr. Shannon has been established with headquarters in Chicago. Mr. Westcott has supervision of sales in the Eastern and Southern states.

National Advertising

1922 marked the beginning of National Advertising on our rugs through the medium of a color page each month in the Saturday Evening Post. This form of advertising, while slow to gain headway, is now bringing increasingly greater results. It will be continued in 1923.

An active sales promotional campaign was started last spring which has approximately doubled the number of our retail accounts. Several new distributors have been added during the year.

While present indications point to active buying during the spring of 1923, competition will undoubtedly be extremely keen. Everyone must be constantly on their toes. New patterns must replace the slower sellers. Each salesman must be 100% sold on the Neponset line and on his ability to sell it.

The merchandise coming off the machines to-day is the best our mill has ever produced. The manufacturing department, however, is not yet satisfied. Still greater improvements will be made.

We are looking forward to 1923, not with any over-confidence, but with the assurance and knowledge that the merchants of the country will find 100 cents on the dollar value in the Neponset Line as it stands to-day. In closing we wish to take this opportunity of expressing to our dealers appreciation of their loyal support and cooperation.

—H. E. SAWYER.

BOX DIVISION

Many New Customers Added in 1922

The year 1922 has been one of progress and expansion for the Box Division not only in volume of current sales, but particularly in sales plans and sales work, from which we are confident future business will result. Our outside sales force has been doubled—territories have been divided and worked more intensively—our inside force has been increased to handle the additional clerical work—and to-day we have a better picture than ever before of our market and our marketing problems.

A. C. Buell, Sales Mgr. Box Division

While 1921 set a record for new accounts, this year we have added almost twice as many new names to our active customer list as we did last year. Their needs, in addition to those of our older friends, are going to tax our productive capacity to the limit, despite all additions and improvements made during the current year.

Importance of Service

In this connection we want to take recognition of the fine production records made during the past year by the manufacturing departments—records which have made the service rendered our customers possible. We are sure that the way to better service lies through even closer cooperation and a better understanding of our common problems. To-day, the most important factor in our business is *service*, and we must be in a position to give it.

We face 1923 with confidence and optimism firm in the belief that our products are right, that our methods and policies are right, and determined that our service shall be all that our customers may desire.

—A. C. BUELL.

SPECIAL PAPERS

The perpetual ingenious American mind never stops working. Every day finds new ways and means for the many diversified uses of Special Papers, as borne out by the fact of our greatly increased sales.

No individual can claim to be the father of this progress. It is the result of working shoulder to shoulder with the many component parts of an organization: from factory to sales, from sales to dealer and finally the acceptance by the ultimate consumer. It is this hearty cooperation that makes us say, "A Merry Xmas and Happy New Year to all."

W. E. Hicks Sales — Special Papers

—W. E. HICKS.

UPWARD TREND

Splendid Year for Eastern Division

It seems as if it were only yesterday, but in reality it was back in December, 1919, that we were busy planning bigger, better, and more intensive sales methods. At that time it was not a question as to how much a dealer could sell, but rather how much material he could *get* to sell. When this situation reversed itself, we and our dealers realized the days of order-taking had passed and we were in for a period of hard business-getting.

Instead of retrenching and making cuts in our Sales Force, we reduced the size of the territories and put on additional salesmen in order to be in a better position to work more closely with dealers and be able to furnish more and better sales assistance.

The final results obtained in 1921 proved this policy to be fundamentally sound and it was decided to go even further with it, so this year more men were added to the Sales Force.

The spirit in which dealers worked with us is best exemplified by a letter from a dealer who, in the second year of his business, is using about a car-load of Bird's building and roofing products a week:

W. E. Hale
Eastern Sales Manager
Building and Roofing Div.

"We must confess that we are very proud of the business we have done this year. We have worked hard and with the cooperation received from Bird & Son, inc., we feel that we have gone over the top.

"The race is still on, however, and we are sure that a summary of your records a year hence will prove still further that your products have not been misplaced. The entire personnel of our outfit believe that the roofing and allied products manufactured by Bird & Son can meet any and every demand, and our faith in Bird & Son is fully demonstrated by the fact that our stock is *entirely* of your products."

Further evidence that we are now on the UPWARD TREND came with the announcement on September 30th that a greater volume of tonnage had been shipped from our Building and Roofing mills during the first nine months this year than in any similar period in our history.

A Complete Line

Additional products have been added to our building and roofing line so to-day we have a most, if not the most, complete quality line of any roofing manufacturer in the country.

Right here it might not be amiss to say we welcome at all times constructive suggestions from dealers, consumers, and salesmen. We may not be in a position to put all of them into effect but each one will be given most careful consideration. We well realize that a good reputation is only the beginning and not the end of endeavor and it should act as a stimulant to develop higher standards.

The Eastern Division Sales Force has done a splendid job this year. We must remember, however, that all our efforts would have been futile if our Manufacturing Department had not furnished us with quality products and I know I speak for the whole Sales Force when I say that department has maintained a high standard of quality this year which, so far as we can learn, has been unequalled in the whole roofing industry.

The Eastern Division Sales Organization faces the new year with high courage and great enthusiasm, determined to do even a better job than they have ever done before.

To all our dealers, consumers and those who have worked with us in any way during the present year, we wish a Merry Christmas and a Happy and Prosperous New Year. —W. E. HALE.

THE SOUTHERN DIVISION

It seems hardly possible that another year has rolled round, but it has and I find the Southern Division is the same as last year with the exception that Mr. Francis has left us to prepare himself for a course of office management at Babson's Institute. Mr. Francis enlisted at the outbreak of the War, served in France as an intelligence officer, and had a varied and interesting time while with the A. E. F. The Southern Division is sorry to lose him and we all extend to him our best wishes in his new work.

Mr. N. H. Foster, who has long been in the employ of Bird & Son, takes over that part of the Virginia territory formerly handled by Mr. Francis. We extend to him our welcome. We have all known him for a long time and feel sure he will like to work in the Sales department.

I have been over the Southern Division a number of times this year and business looks good in all lines in all localities with one or two exceptions. In the coal regions of West Virginia Mr. Waddell has landed some excellent Paroid business for miners' houses.

In North Carolina, under Mr. Brooker, the Aluminum Company of America still uses large quantities of our old reliable, time-tested, Paroid.

A Big Year for Florida

Florida has kept up all through the year. Mr. Chittenden, another World War veteran, has kept step with other divisions, showing good sales on our different products. I was in Florida in September, which is an early month for tourists to start down, but they were even then coming along in large numbers and this year the Florida population will be about ten times the normal population. Get your reservations in advance, all you frozen-up Northern people, as Florida is out to break all records this winter.

Mr. Van Hoy, another World War soldier with a splendid record in France, has done wonderfully fine work in the "Heart of Maryland."

We will have more competition in the South this year. The more the merrier, however.

The Southern Division extends to everyone in the employ of Bird & Son its best wishes for the coming year. —L. L. THOMPSON.

"NEIGHBORLINESS"

Pause a moment and reflect—go back to your youthful days and ask yourself and ask your next door neighbor if the courtesies of to-day compare as favorably as in "ye olden times;" if we treat each other as human beings; if we are really civilized? How many of us care a "rap" about the ills and pains of others and to which everybody falls heir at some time or another? How many of us take the trouble of going to the home of sickness or bereavement and offer succor or sacrifice in a most unselfish way as did our ancestors of old?

You may now recall at least a few in your native village who were "auntie" or "uncle" to everybody and who were ever a comfort and a help to those afflicted, from the time of birth to the passing out to the great beyond.

E. H. Bartlett
Division Sales Manager

Have we maintained our social etiquette, those neighborly calls which meant so much to weld an everlasting friendship, one of the best assets obtained in worldly goods? There were "gossips" of course—some family quarrels, but did not domestic tranquility reign supreme on the whole? Were they not more solicitous of each other's welfare than any semblance in the bustling crowd of to-day?

Are the children as happy, appreciative of all they have to-day? Pity the child who is not allowed to work and earn at least a part of his or her pleasure, which in more ways than one molds the character for the proper citizenship of the future.

I fear the same thing may be true in the business world to-day; too many people look at life from their own angle, thinking and working too much in a heartless sort of way, as if their very existence depended on the monetary side alone, overlooking the community spirit, overlooking the friendship and good feeling that should stand out as prominently as any thing else in our daily transactions. "Money talks"—one hears all too often. Our past records of helpfulness are forgotten. How many of us are "keeping up with the Joneses"; having a "fliver" income and a "Packard" outgo?

Proclamations have been written and read—they sound good and they are good. Let us all take heed as we approach the New Year and resolve that we will be more considerate of others and treat our neighbors as we would like them to treat us under all the conditions and circumstances that the hand of Providence will pass our way.

—E. H. BARTLETT.

If you play the game straight, business becomes as inspiring as sport. Be a sportsman.

CREDIT DEPARTMENT STRIVES FOR BETTER UNDERSTANDING WITH CUSTOMERS

Business at the beginning of 1922 did not look very promising, although we had every reason to expect excellent conditions early in the year, due to housing and other needs that had been accumulating over a period of years. It took on considerable life in the spring and it has continued up to the present time. Collections have, on the whole, been good—really better than we expected.

It was also our impression that this year would show a better condition so far as failures were concerned. There was no let-up in this respect until early this fall, since which time there has been a gradual decrease. The failures occurring during the last two years represented a clearing-up of the unnatural expansion of the previous years, 1918, 1919 and 1920. Concerns are now doing business on a much firmer foundation than for some time so that the number of failures from now on will be at a more normal rate than the past few years we have been through.

In passing upon credits we have tried to make our policy an elastic one and have worked with the customer to the fullest extent, realizing that our interests are mutual. We believe it is the intent of all customers to pay their bills immediately when due and their not doing so is because their own customers have failed to meet their accounts promptly. No business can runon successfully unless collections keep pace pretty well with the sales. Realizing the handicaps of our customers we have done, and will continue to do, all possible to assist them in promoting the handling of our products. We have tried to be patient and cooperate to the fullest extent, which spirit, in our opinion, can be fully developed if we will but try to know each other better.

H. H. Miller, Treasurer

"If I knew you and you knew me
If both of us could clearly see,
The meaning of your heart and mine,
I'm sure that we would differ less
And clasp our hands in friendliness;
Our thoughts would pleasantly agree
If I knew you and you knew me.

"If I knew you and you knew me,
As each one knows his own self, we
Could look each other in the face
And see therein a truer grace.
Life has so many hidden woes,
So many thorns for every rose;
The 'why' of things our hearts could see,
If I knew you and you knew me."

—H. H. MILLER.

Letters from Production Heads

Manufacturing in Trim for the Coming Year

George R. Wyman
Gen. Manufacturing Mgr.

Having had the advantage of reading the various articles from superintendents and assistants when they passed through my office, I find that there is very little to say covering the details of our large manufacturing interests.

It is a fact that, speaking in a general way, our plants are in a better condition this year than ever before. Roofs and buildings have been put in good condition, our machinery has been carefully kept up to date.

We have had a wonderful year, starting with a very dull spell and ending up practically "full blast." We have given more steady and uniform employment this year and, by careful planning and increased storage, we hope to reduce our turnover still more next year. We are 'all set" for our increased budget for next year. We have the organization, the men and the equipment to do anything that we are called on to do in our line.

I wish you all a happy and prosperous year.

George R Wyman

CAREFUL PLANNING NOW IS BASIS OF FUTURE SUCCESS

The many good things of the past year have been noted in the several messages in this number. I wish to extend my thanks to those who have helped to get these results, and particularly to those whose study and analysis have shown the way for us to act.

Two years ago I made a plea for technical study. It is gratifying to find this study going on in each mill where superintendents are using their technical departments to control quality and processes. Last year I urged intensive development and action so as to be ready for the influx of orders. The response was spontaneous and when the demand came we were ready.

We derive an intense feeling of satisfaction in reviewing past accomplishments, but we must not in looking backward take our eyes off of the future wherein lie our problems and our opportunities.

S. B. Montgomery
Asst. Mfg. Mgr.

Progress comes only as a result of critical analysis of past performance. Only by a correction of our faults can we hope to build firmly for the future. We have made mistakes in the past. Let us benefit by the lessons we learned and then forget the unpleasant things of the past.

The great need to-day in every department is to inculate into the minds of every one who is directing the energies of others the urge for careful intensive thinking. We all attack our problems with blinders on, seeing only one thing at a time and missing the fundamental issues involved. Accomplishment requires concentration, but development and advancement need careful critical analysis, study and investigation with a completeness of scope and a regard to details that can only come by the most painstaking thinking.

I do not wish to minimize the importance of keeping human. We are dealing with human beings and in our work we are also living our lives. Let us carry on the broad policies of the square deal that has been the motto of Bird & Son. Let us seek happiness in our work and in our relations with each other. Let us never forget that we are not only making goods, but that we are making men.

To each and every one I wish happiness and contentment during the coming year.

—SPENCER B. MONTGOMERY.

THE MAIN MILL DEPARTMENTS READY TO GO AHEAD

When 1922 closes, we believe we shall show a banner year for production in our paper mill and box factories. There has been practically no lull during the past twelve months, and with the increasing firmness of the money market, which also indicates more firmness in business, our demands should increase the coming year.

S. W. Smith
Supt. Main Plant

During the winter months we, no doubt will experience considerable difficulty with transportation facilities. The increased demands, together with the general car shortage, will be a serious problem, and it will be up to each one to get our orders out as quickly as possible, in order that delivery dates may be met just as near as it is possible to do so.

In the paper mill, all machines have run to capacity and, were it not for the fact that in May we added 32 new driers to No. 5 Machine, with other changes which increased our output from the machine approximately 25%, we would be in dire straits to meet the demands for supplying FX 1 with the necessary paper.

The finishing Mill has run practically full, which is also true of FX 2.

On October 9th, it was found necessary to run the Fibre Case combiner two tours in order to keep the other departments to full capacity, which has been 400 tons weekly for the past three months.

There is only one way to go—ahead. We all have our various tasks cut out for us for the year 1923 to increase still further our production over the present year, with "Quality First" as our motto. *Let's go!*

Once again I wish to express my appreciation to each one of the Main Mill Manufacturing Departments for their fine support and to all other departments for their excellent cooperation.

Best wishes for a Merry Christmas and a Happy New Year to all.

—STEPHEN W. SMITH.

MAIN MILL IMPROVEMENTS MADE DURING 1922

The past year has been an extremely busy one. Many improvements have been made at the Main Mill and a large amount of work has been done. The principal work which has been completed is as follows:

Completion of the boiler room construction program. This work included the installation of three new 823 H.P. boilers, coal and ash handling equipment, and forced and induced draft equipment.

Building an additional story to FX 1 building, and the installation of new fibre case machinery.

Adding 32 new driers to No. 5 Machine, making a new three-deck section. This required extensions to the machine and paper storage rooms.

C. W. Conrad
Plant Engineer

Rearranging Jordans and installing three additional Jordans in No. 2 Beater Room.

Installation of five new Beloit plunger stuff pumps on No. 4 and No. 5 Machines.

Installation of a pumping system for handling cut boiled stock, which replaces a belt conveyor system.

In No. 1 Sorting Room a new Allen Mixing Engine was added. Also four chests were replaced in the basement.

Installation of two new Bird Screens on No. 5 Machine, one new Bird Screen on No. 4 Machine and two new Bird Screens on No. 3 Machine.

Installation of equipment to return condensed steam from various buildings to boiler room heater.

An extensive program of roof repairs was carried out on Main Mill buildings.

A new Allen Mixing Engine for No. 5 Machine and FX 1 broke has been put into operation.

No. 4 Constant Speed Engine has been replaced with a Corliss Engine.

The use of white water for showers on No. 2, No. 4 and No. 5 Machines has been instituted.

In the list of construction jobs in progress is the installation of two new waste water tanks; a new low pressure steam main which will utilize all of our exhaust and an extension to the vapor absorption system on No. 5 Paper Machine.

The progress made during the year has been accomplished by hard work and excellent cooperation in all departments.

The EF, EM and ER departments extend to all Christmas greetings and best wishes for the New Year.

—CHARLES W. CONRAD.

COAL AND RAIL SITUATIONS AFFECT MARKETS

The situation on raw materials during 1922 has been familiar to everyone. Price tendency in general has been upward. Materials as a whole have been in good supply.

The late summer and early fall brought sharp advances in paper stocks, mixed and news reaching abnormal prices. A considerable recession has taken place since the peak was reached, but prices of these two grades are still high.

A. H. Russell
Purchasing Agent

The coal situation, as we all know, has been abnormal during the entire year. The coal miners' strike, followed by the strike of the shopmen, has retarded the shipment of supplies with consequent price conditions. It is doubtful if noticeable relief can be obtained before spring with the possibility of further miners' differences at that time.

The metal market—touching us particularly in nails and tin—has also moved upward. The two commodities mentioned have been in poor supply due to coal and rail conditions.

The outlook for better car movement during the winter is not favorable. We are fortunate in having the majority of our raw materials come from nearby sources. Those coming from a distance are being purchased well ahead of our needs.

—A. H. RUSSELL.

LABORATORY LISTS SEVERAL IMPROVEMENTS IN PAST YEAR

During the year a number of improvements have been made in laboratory equipment. An air conditioning apparatus has been installed in order to obtain uniform conditions of temperature and humidity for the testing of paper.

For reproducing paper making on a laboratory scale we have added a small rotary boiler, a ball mill for pulp testing, an additional laboratory beater and a new apparatus for forming sheets.

The new equipment has made it necessary to take more space in the building for laboratory use.

Two men have been added to the laboratory staff.

—W. E. SUMNER.

GREETINGS FROM THE NORWOOD PLANTS

The keynote of progress at the Norwood mills has been intensive development of departments. This has resulted in the further development and enlargement of our department laboratories to the point of complete control of process and inspection of the work of the plants.

In the production departments, we have made higher quality products. This has been made possible by stricter conformity to details laid down by technical departments. Great credit must be given to the men and foremen for compliance with these exacting requirements.

E. M. Lines, Supt. Norwood Plants

The superintendents of both Building and Roofing and Floor Covering have accomplished a great deal during the year in their respective plants and have furnished the inspiration which has guided their organizations, and to them and their men I offer my congratulations.

Relations with other departments have been most pleasant and cordial, and we extend our thanks for all that has been done for us. We wish each and every one a Happy New Year

—E. M. LINES.

BUILDING AND ROOFING PLANT SHOWED PROGRESS IN 1922

The year 1922 has been one of continued progress at the Building and Roofing plant, and as the year draws to a close, we are beginning to see the results of our efforts.

One of the greatest helps in contributing to better quality has been the development of our department laboratory. It has accomplished excellent work in the control of plant operations and in the research study of roofing materials.

During this year we have established the blowing of asphalt as one of our plant operations. By means of our blowing plant we are able to secure a uniformly better grade of asphalt, and this automatically results in the elimination of the crude kettle house melting operations.

E. L. Chamberlain, Asst. Supt. Building and Roofing Plant

By a consolidation of our shipping and planning department, and by their location in a new office on the shipping platform, we have been able to give greatly improved service to Sales, and to our customers. In fact, service to the customer has been the key note of the year, and in order to further this, we are constructing a new warehouse with more than 20,000 square feet capacity.

This consolidated department has established three new records. In one day, it has shipped over 450 tons; in one week, over 2000 tons; and in one month, nearly 7000 tons. In fact by the end of October, it has shipped more tons of goods from this plant than previously had been shipped in any one year.

Improvements in Many Ways

In our machine rooms we have made many improvements in simplifying the machines, improving working conditions, increasing capacity, and reducing heavy labor in carrying on the work, and furthermore are making a better quality product. In our Paroid machine, we have made special improvements which have given us a smoother and more uniform sheet, so that we can say, "Good old Paroid" is better than ever.

By far the most gratifying thing to me is the excellent spirit shown by the men and by the foremen as they got behind the various projects, worked uncomplainingly, and put the thing through to a completion. Improvements in machinery and processes are important, but it seems more important still that this spirit of loyalty and good fellowship should continue to exist among all who go to make up this plant and this institution.

The Building and Roofing plant takes this opportunity to thank heartily all those who have so willingly helped through the past year in its progress and development. It is confident that 1923 will be even more pleasant and prosperous. I wish you all a Merry Christmas and Happy New Year. —ELI L. CHAMBERLAIN.

FLOOR COVERING PLANT HAILS NEW YEAR ENTHUSIASTICALLY

The Floor Covering Plant closes the first complete year in the manufacture of Bird rugs. The demand for rugs has been so great that it has limited our capacity for the manufacture of floor covering, and we are to-day working overtime trying to fill requirements.

During this year the most notable changes in our products are in the designs and colors which have been added to our lines, and in the gloss and brightness with which the materials have been finished.

The method of plant control and inspection by the laboratory has been substantially enlarged and strengthened during this year, resulting in a greatly improved product. More exacting accounting of labor and materials entering our products has resulted in a greater uniformity of product, reduced waste, and lowered costs.

R. M. Wight, Asst. Supt. Floor Covering Plant

Every department of the Mill has established new records of attainment. There exists among the men and among the foremen a splendid spirit of cooperation, enthusiasm and interest. It is to this spirit that we owe in a large degree the accomplishments of 1922. I wish to extend our thanks for the helpful things which have been done for us by the other departments, and wish each one a Happy New Year.

—RALPH M. WIGHT.

Greetings from Phillipsdale

SUPT. HENDERSON LOOKS FOR BIG THINGS IN 1923

Another year has rolled away and we once more look back to recall the changes that have taken place and ask ourselves if we have accomplished all we set out to do.

Among the many improvements are the new Bird screens, the Riley stokers, the Laboratory and Sorting department, all of which have worked out satisfactorily.

We started the year with very poor business, but from April to the present time we have had all we could swing. At certain periods during the year, we have broken all production records and every individual can feel that he had a part in this showing and be proud of the result his efforts have helped accomplish.

T. G. Henderson
Supt. Phillipsdale Plant

We expect a slight let up for the next few months, after which we will be in condition to make 1923 the banner year for production.

We have many changes in view for the coming year which will help us maintain our reputation of making good felt and having the best mill of its kind in the country. We are always on the lookout for improved machinery and we are constantly installing new and up-to-date equipment which will help us keep Bird Felt in the high place it now holds in the market.

The success of our diligence depends largely on our ability to produce high-grade goods fast and economically, and we well know that every man at Phillipsdale will do his best to bring about this achievement, which, after all, is a matter of personal gratification.

We thank our able and loyal assistants in each department, as well as every man in the mill, for his untiring support at all times.

At this time we wish to express to our associates at East Walpole our appreciation of the pleasant reception of our suggestions, the ready and helpful sympathy in our problems and the good will always so evident.

To all at East Walpole as well as Phillipsdale, we extend the old, old greeting, ever new, a Merry Christmas and a Happy New Year.

—T. G. HENDERSON.

PHILLIPSDALE DEPARTMENTS

We have also received several very interesting letters from our Phillipsdale department heads, but lack of space prevents us from printing them in full. In addition to wishing everyone a right Merry Xmas and Happy New Year they write in part as follows:

Henry Phelps, Foreman Sorting and Cutting Departments

A year ago DPC appealed to everyone to make 1922 our banner year. This has been accomplished and I know that by keeping up the same spirit we will keep on breaking records in 1923.

Chas. Saunders, Foreman of DPG

Well, here we are, another year almost gone. We started this department last February by producing four ton per day and we have increased the output to five ton per day. Let us hope that by this time next year we will have made a much better showing.

Mr. Salisbury, Assistant Superintendent

The year 1922 as predicted has been a very busy one for Phillipsdale, and while we have not been able to meet the increased demand at all times, we are steadily creeping closer to the top.

Looking ahead we see no reason why the coming year should not be the busiest one in the history of Phillipsdale. I wish to thank each and every one for their cooperation without which there is no success.

Rex Salisbury, Asst. Supt.

Mr. Pettingill, Master Mechanic

As a report from departments DPM and DPR, very few changes have occurred during the past year. The personnel is practically the same as a year ago.

For new equipment DPR has installed two Sanford Riley Stokers. We have had the support, and faithful work of practically "every man on the job." This is of course as it should be, for upon this hearty cooperation of everyone, high and low, depends the success of Bird & Son, and the success of Bird & Son spells SUCCESS for us all.

One may be permitted in this Holiday issue of the *Review*, a more free expression than perhaps would be looked for or expected in other issues.

Taking advantage of this fact, I wish to extend my thanks to all the men in these two departments, DPM and DPR, for their faithfulness, and the pleasantness with which all tasks set them have been performed.

NOTES FROM THE MILL

We are glad to welcome to our midst Herbert Chamberlain, our new chemist, and we hope that he will like Phillipsdale for we will try to make it as pleasant as possible for him.

Our Laboratory is finished and it makes a very pleasant room. We doubt if there is any better in the Bird & Son plants.

On Friday morning, November 17, a small fire broke out in the Cutter room. The alarm was sounded and in a very few seconds the firemen were on the job and goodnight Mr. Fire. In a couple of minutes you would not know there had been a fire except for the small amount of smoke, even the wood work was not scorched. They kept it confined to the cotton waste. Too much credit cannot be given the Fire Brigade for the able and efficient manner in which they handled this blaze.

Since "No Accident Week" we have had several weeks with no accident. Let us have a lot more no accident weeks, we are doing great.

The Safety committee is doing all they can to prevent accidents. If you see anything that does not look safe be sure to report it to a member of the committee and it will be attended to; if it is not be sure to report it again.

Favorite Pastimes

Geo. Inman—Running around the yard without a coat.

Pat Lynch—Looking for an argument on any subject.

Clarence Pierson—Telling the boys what a great Rugby player he is.

Henry Holter—Hustling to beat the clock at 7 a. m.

Chas. Cyranock—Looking for his car fare and then some.

Chicago News

CHICAGO SALES DEPARTMENT VIEWS 1923 OUTLOOK OPTIMISTICALLY

As we look back over 1922 we find that our feelings are a little mixed. Perhaps we ought not to pat ourselves too much on the back—for during a part of the year our machines were not humming every hour of the twenty-four—but we can't help feeling that such a steady improvement took place, we can look back on the whole year with much satisfaction.

F. H Hird, Mgr.
Bird & Son, inc. Chicago Ill.

We are all looking forward to 1923 with the utmost degree of optimism, and we are basing this optimism on these conditions which we know exist.

First: Our organization in and out of the Mill is functioning smoothly.

Next, we feel that the whole organization has been able to adjust itself to changing market conditions and has been able to give the kind of service that dealers have a right to demand; therefore, more firmly establishing ourselves among those dealers that this mill serves.

As far as the mechanical equipment of the mill goes, the organization to operate the mill and the sales organization to secure orders, we feel that our optimistic feeling about 1923 is completely justified.

To every individual in our own organization and to every one of the dealers who have cooperated with us during 1922, and thus made possible such success as we have enjoyed, we want to extend our heartiest good wishes for a Merry Christmas and a most Prosperous New Year.

—F. H. HIRD.

THE CHICAGO PLANT READY FOR INCREASED BUSINESS IN THE NEW YEAR

With a fine feeling existing throughout our whole organization, and in addition the letters of satisfaction from customers who feel the "brotherly spirit" of fair dealing, we enter the New Year with "heads up" to increase our business through Quality and Service.

W. W. Wilson,
Mfg. Mgr. Chicago

The men in the mill are as enthusiastic as the Sales force, which is evidenced by their "non-stop" and record breaking runs, both of which have tended to lower our costs.

We are planning a unit for blowing our coating asphalt which we expect to have ready the middle part of February. This should effect a considerable saving over coating in barrel form. We have worked throughout this last year to perfect our machines so that we can start in "full speed ahead" when orders warrant it.

Here's wishing all employees of Bird & Son a Very Merry Christmas and a Happy New Year.

—W. W. WILSON.

"WINDI-CITI-ITES"

To all Bird & Son fellow employees we send the best of the Season's Greetings.

"Dave" Calhoun of the Machine Crew was married in November.

We are glad to see Miss Lyndon back after her recent accident.

Messrs. Chamberlain and Montgomery, from the Norwood Plants, visited us recently. After showing them the longest street "in the world," the greatest park system "in the world," the most beautiful moving picture palace "in the world," the finest boulevard system "in the world," —well, ask them about the rest of it.

The machine crew had five "non-stop" runs up to November 27, and incidently bettered nine previous records. We aim to maintain our quality at all costs and base most of our record breaking to good felt plus a "non-stop" run.

Messrs. Mutch and O'Dell from our Hamilton Plant came down to look over our proposed "blowing plant." O'Dell spent several days here in the plant going over the whole proposition from A to Z.

We had a visit from Messrs. Sawyer and Shannon of the Floor Covering Sales last week.

We already have the concrete foundations in for the storage tanks for our blowing flux. We trust by the next issue of the *Review* to report much further progress on this important addition.

A. Alexander, who controls the flow of slate on our machines, is the proud daddy of a little 10½-pound baby boy.

ADVERTISING BIRD'S ROOFS IN THE WEST

Out in the West and Middle West where distances are great and the flivver and his proud brother have had to replace "Shank's Mare, Bird Dealers are telling the story of Bird's Roofs along the highways and on the street corners through the medium of posters and signs as well as hammering the message home by newspaper advertising. The outdoor poster advertising campaigns are conducted on the same basis as the regular 50-50 newspaper advertising campaigns.

This method of publicity has been very effective and has proved one more valuable sales aid to Bird Dealers.

Two types of signs have been used—one the regular large bill board poster, size 10 feet high by 25 feet long, lithographed in six colors, which has been appearing during the selling season this year on approximately one thousand two hundred and fifty boards within the city limits of central and western cities.

The other type of sign has been a metal highway sign, size 3 feet by 4 feet, also illustrated in several colors. Nearly a thousand of these have been repeating their message to incoming farmers and outgoing city folk as they have sped along the roads.

These two signs have appeared in city and country from Youngstown to Denver and from the Copper Range, country of northern Michigan to the quays of New Orleans.

In addition to the dealer copy, these boards carry the 128 year old spirit of Bird & Son and typify the Bird reputation for dependable products with the words,

"The years prove them best"
and
"Over a million Birds Roof in America"

BIRD NEPONSET PRODUCTS

BIRD NEPONS

BIRD & SON, inc.

ESTABL

New York Office, 200 Fifth Avenue

Chicago Office and Pla

Building and Roofing Division

Asphalt Shingles

All of Bird's Shingles are made in three colors of natural crushed slate,—Red, Green, Black.

Bird's NEPONSET Twin Shingles are used for roofing the finest residences. The twin shape is ideal for quick handling and insures a saving in time, labor and nails. Size 20" x 12¾". For any roof where pitch is not less than four inches to the foot.

Bird's American Twin Shingles are shorter than the NEPONSET Twin. Size 20" x 10". For any roof where the pitch is not less than six inches to the foot.

Bird's Proslate Shingles are individual shingles of highest quality. Size 8" x 12¾". Weight about 245 lbs. per square.

Bird's Proslate Fours, four shingles in one, 12¾" x 40", weight about 250 lbs. per square.

Bird's American Fours, four in one, 10"x40", weight about 195 lbs. per square.

Roll Roofing

Red or Green Slate Surfaced

All of Bird's Slate Surfaced Roll Roofings are coated on the back with a heavy waterproof coating.

Bird's Art-Craft is a designed roofing for use on residences. It is usually applied right over old wooden shingles.

Bird's Shingle Design Roofing is a low cost, sturdy roll roofing, finished with an attractive design. The effect is similar to shingles of the popular asphalt type.

Bird's Paroid Roofing, Slate Surfaced, 90 lbs. per square, crushed slate surface, Red or Green.

Bird's Slate Surfaced Roofing, 80 lbs., is adapted for use on roofs where "color and appearance" as well as durability are important points in the selection of the kind of roofing to use. Crushed slate surface, Red, Green, Black.

Roll Roofing

Smooth Surfaced

Bird's Paroid Roofing, manufactured in two weights, is used to cover factories, warehouses, large barns and other buildings where a very high-grade roofing is required. This roofing has given satisfaction for over 20 years.

American Ready Roofing, three weights, is similar to Paroid, but is not as high quality roofing.

Roll Roofing

Mineral Surfaced

Bird's Granitized Roofing, two weights, is surfaced with a green mineral which gives an exceptionally durable

Buildi

Bird's NEPONSET

is used back of clap

shingles—both asphalt

Bird's Saturated and

32 lbs. per roll of 50

lighter weight paper t

and is used for practi

where a lower priced

Bird's American

Paper is saturated, but

proofing material.

ET PRODUCTS

AST WALPOLE, MASS.
D 1795
472 West 76th Street

Canadian Office and Plant, Hamilton, Ont.

BIRD NEPONSET PRODUCTS

t a reasonable price.

Papers

ck Building Paper
s and stucco, under

ate surfaced.

d Building Paper,
re feet. This is a
NEPONSET Black,
he same purposes,
is needed.

proof Building
coated with water-

Wall Board

Bird's NEPONSET Board, Cream White, is a waterproofed board used in place of laths and plaster, one side cream white, the other light tan.

Specialties

Bird's Asphalt Felt is used for insulating purposes for use under slate and asphalt shingle roofs.

Bird's Built-Up Roof is used on factory and office buildings.

Bird's Roofing Paint, Red and Black, is a waterproof paint made especially for use on roll roofings.

Floor Covering Division

Bird's Neponset Floor Covering is made in patterns suitable for any room in the house.

Bird's Neponset Rugs are made in a variety of colors and patterns.

Bird's Neponset Rug Border is made in Plank and Parquet patterns and is suitable for use around large rugs and in hallways.

Bird's Lining Felt, a standard felt to be used under carpets, linoleum and printed floor coverings.

Box Division

Bird's Neponset Fibre Shipping Cases, made of heavy fibre board, replacing wooden boxes for shipments up to 90 pounds.

Bird's Neponset Shoe Cartons, shipped flat, to be set up as used in shoe factory.

Tack Boxes, the standard boxes of the trade for shipping tacks and screws.

Bird's Neponset Flower Pots of waterproof paper, for shipping and replanting.

Special Paper Division

Cartridge Paper, used by manufacturers of cartridges and shot shells.

Rocket Paper, for the manufacture of rockets.

Black Tube Paper, for lining electric light sockets and other fixtures.

Press Board, for use in the manufacture of guide cards and other office supplies.

Binder's Board, for book covers.

Bird's Case Lining, a pliable waterproof paper for lining shipping cases.

NEWS FROM THE NORTH

CANADA

Another year, which has not been without its uncertainties and unusual difficulties, has passed into history.

Here in Canada, the recovery of general business from its depression of over one and one-half years did not make itself felt until late fall, and while no tremendous change is looked for, it is generally believed that 1923 will be a good year.

The crops of 1922 were excellent and the prices fair. The balance of trade has developed so favorably for Canada that the Canadian dollar has been at a slight premium in New York during the past few weeks. Export trade is being increased in good proportion, especially within the Empire where preferential tariffs are gradually being worked out between the Dominion, Great Britain and the Colonies.

W. R. McNeil, Vice Pres. and Gen. Mgr. Bird & Son, Ltd.

Keen competition has put prices at a low level and encouraged the making of poor quality roofings to sell at a low price, but our records for the year clearly prove that the user of roofing still prefers good roofing.

The continued loyalty of all of our employees throughout Canada has made itself felt, even more than ever, during the past year, and it is my earnest wish that general conditions throughout the year 1923 may show such improvement that to each one will come a full measure of prosperity and happiness. —W. R. McNEIL.

CANADIAN PLANT READY FOR A BANNER YEAR IN 1923

Conditions in Canada during the past year has given the Manufacturing Department a wonderful opportunity of getting our plant in such condition that will allow us to take care of the future which must surely come to a country like ours.

During the year, we have improved the quality of our products, broken many production records, and added a few new products to the NEPONSET family. We have every reason to feel that next year will give us the opportunity we have been waiting for, and allow us to run to the limit.

C. P. Cowan
Mfg. Mgr. Canada

One of the most gratifying features has been the cooperation of our men and department heads, and we want to take this opportunity of conveying to them our appreciation. With a continuation of such efforts, we can look forward with much confidence.

To all we extend our very Best Wishes for a Happy and Prosperous New Year.

—C. P. COWAN.

HONEST GOODS—HONEST SERVICE

Christmas—a day of remembrance with merry traditions and home gatherings.

A New Year—a happy outlook always, because each New Year means a chance to work more, and so to enjoy more.

Bird & Son people can look forward, I believe, with happiness and hope for 1923. The business world is adjusting itself to principles that have long typified Bird & Son. They are simple, sensible principles—perhaps you and I and everyone will prosper if we observe and follow them. Honest goods and honest service, a sane development doing the things we are best fitted to do, practicing economy yet always daring to tackle the big job in a big way—do not these things mean Bird & Son?

D. A. Chase
Asst. to Pres.

1923 is a chance to prove that we know how to be normal—and normalcy in America means prosperity. Again, a Happy New Year!

—D. A. CHASE.

THE PLANNING DEPARTMENT REVIEWS A SUCCESSFUL YEAR

We take this opportunity of expressing our appreciation of the very earnest cooperation that has been given "all during 1922" by our various Mill Planning Departments to the Central Planning Department, more familiarly known as PN.

About a year and a half ago, we put into operation the present system of having a local Planning Department in each mill and started with FB, our Building and Roofing Division, under the direction of George Smith. Later, another department was started at FF, the Floor Covering Plant, with Ralph M. Wight in charge, and early this year O. J. Goodspeed took over the planning work of the Main Mill Division.

W. J. Score, Mfg. Office Supt. of Planning

This plan seems to work out very satisfactorily and the three men mentioned have certainly proved their worth to Bird & Son, and have put forth every effort to help PN keep stocks at a proper and safe level, and we feel sure the Sales Department will bear us out when we say that there have been few causes for complaint against the service rendered customers in 1922.

In PN the burden of the planning work, as well as the supervision of Production Records falls on P. N. Hills, and we appreciate very much the way he has put his whole spirit into the work, and made it possible for us to get a good line on the weekly doings of our machines and departments, keeping us in touch with production, wastes, lost time, daily incoming orders and

balance of stock, etc., all this with a view to getting more even running conditions for our machines, the goal for which we are constantly striving.

The other members of the PN staff very ably help this good work along.

Mill labor and expense analyses this year show marked improvements and real savings in all our mills, which are reflecting themselves in our costs. We hope to make this part of our work of greater value to the superintendents in 1923.

1922 has been a big year for Bird & Son, but we expect a still bigger year in 1923, and we can assure the management that all members of the Planning Department of Bird & Son will be on the job.

We wish everyone a very Merry Christmas and a Happy New Year. —W. J. SCORE.

A CORNER OF THE DISPLAY ROOM AT EAST WALPOLE

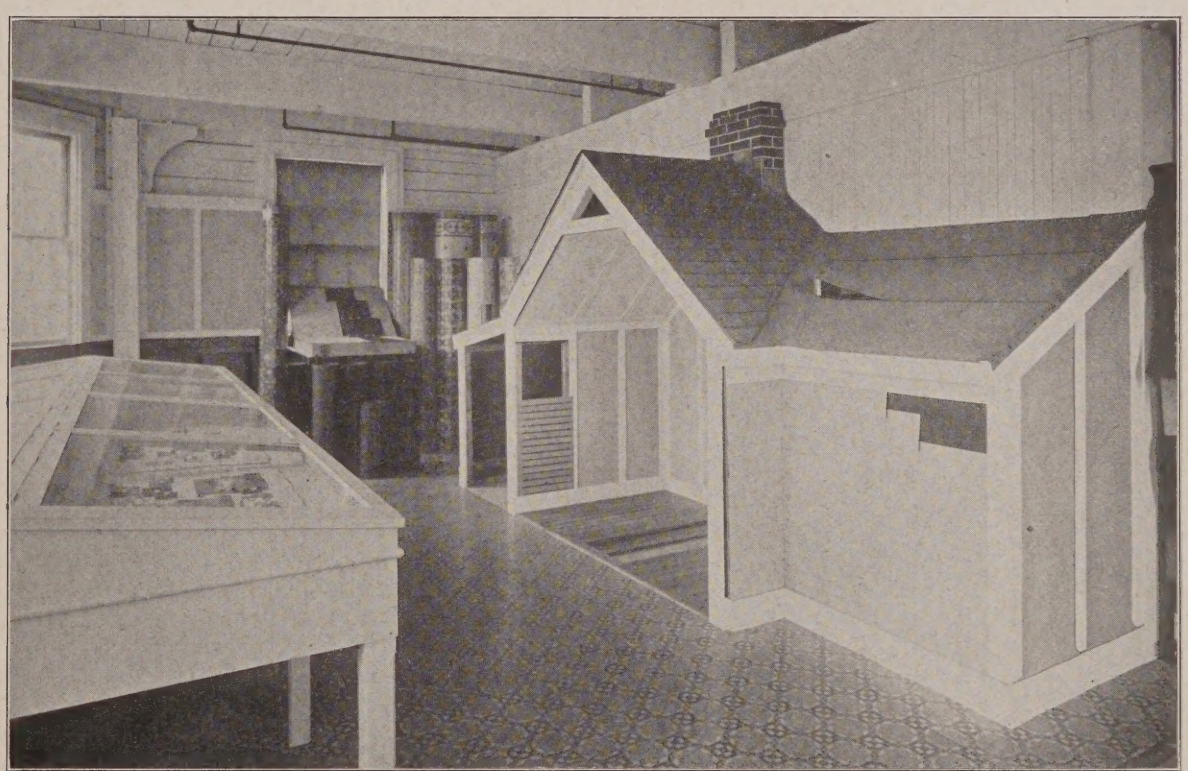
This room on the second floor of No. 2 Box Shop has recently been fitted up with an interesting and instructive display of our line. To this room new salesmen, visiting buyers, and all others interested in the manufacture, application or use of Bird's NEPONSET Products may come, and here they will find exhibits showing the details involved in the manufacture and use of our building materials and specialties.

Assembled here is a complete representation of every product we make. In the cases (shown at the left) are boards on which are mounted specimens of the raw and wrought materials used, and samples of the goods in process of manufacture, from raw stock and dry felt to final coating. Two sections of the case are devoted to Roofing and Building Paper, two to Floor Covering and a number of fine photographs of Mill Departments and machines are included. An interesting feature of this display is the exhibit of the Box Division showing the entire history of a NEPONSET Fibre Shipping Case from pulp to sealing strip. A display of Cartons and Special Papers is to be arranged soon.

A miniature section of a house has been erected showing the proper application of our roofings and building papers as in an actual building. Valleys, flashings, ridges, coves, and cemented laps are all made in accordance with our printed directions, and the several uses of Bird's Black Building Paper are clearly indicated, just as it is used behind clapboards, under shingles, in place of back plaster, and between floors.

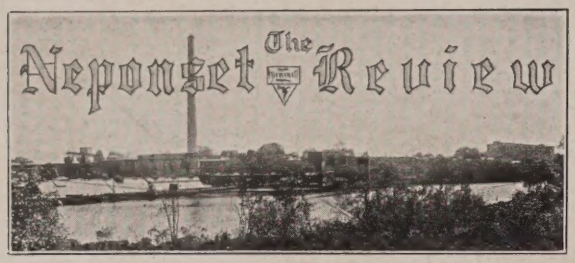
Open and finished rolls with fixtures may be examined here, and a simple and convenient rack for open rolls is shown (partial view shown at extreme right).

The walls are finished with Bird's NEPONSET Board, panelled to show the effect of the cream white, light tan and painted surfaces.



Corner of Display Room for Neponset Products in No. 2 Box Shop Tower

The floor is covered with NEPONSET Floor Covering and Rugs. In addition to the exhibit of the Floor Covering Department showing the various stages of manufacture there is an attractive collection of finished goods—Rugs, Rug Border and 8/4 material in several new and beautiful patterns. —A. E. F.



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Editor and Publisher, B. D. Rogers

Correspondents

Sales	P. H. BAILEY
Library	A. S. BLANEY
Suggestions	M. E. KALER
Floor Covering	H. E ROUILLARD
Building and Roofing	E. L. CHAMBERLAIN
Main Office	A. M. BROWN
Pont Rouge	E. A. DESLISLE
Hamilton	W. R. McNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	S. W. SMITH
Chicago	W. W. WILSON
Athletics	A. W. SMITH
Health	M. R. LEAVITT

Printer F. R. MEYER

Business Manager A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs, or aricles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Face the problems. If we are to succeed, it must be by each doing to the best of his capacity, remembering that in a sense he is his brother's keeper. —Theodore Roosevelt.

"GOD BLESS CHRISTMAS"

Charles Dickens, the great author, who wrote "A Christmas Carol," wrote often of Christmas in his many books, and he never failed to emphasize this happy holiday as the time of jollity and mirth, of thoughtfulness and kind deeds for others. In his own words he says—

"I have always thought of Christmas as a good time; a kind, forgiving, generous, pleasant, time; a time when men and women seem by one consent to open their hearts freely, and so I say, 'God Bless Christmas.'"

For you and yours may the coming Christmas be a very happy and in every way a most enjoyable one! —THE EDITOR.

MERRY CHRISTMAS!

What a genuine ring the old phrase has!

What a wealth of memories of many years it conjures up!

There have been "glad days and sad days and bad days" in Christmas Past but here we are in Christmas Present and its "Merry Christmas" because we put ourselves out to *make* it merry.

The more we put ourselves out to make it merry for *somebody else* the merrier it is for us.

Why isn't this just what we mean by the Christmas Spirit?

You cannot go flock by yourself in a corner and be merry. It takes two or more, "the more the merrier."

Why is not Christmas Future, that time even now evolving when mutual Service shall be the rule, worth while lifting our eyes, setting our hearts and putting our hearts to?

Why shall we not, these times, when there are so many sinister things brewing, hold, as individuals, to some such a noble and inclusive ideal?

The worker then will give *full value for his wages*, the employer will be quick to note and reward *faithfulness*, the maker will *make for service*, the seller will give a *square deal* and the ultimate consumer will *grin with satisfaction.*

All can say with Robert Louis, "I know what happiness is for I have done good work."

Is not this an ideal of Merry Christmas indeed?

—H. E. R.

DON'T CATCH THAT COLD!

Better still, don't let that cold catch you. The germs are in the air all about you, and in your nose and throat waiting for a chance to develop, but you don't have to provide that chance. The way to avoid colds is to build up the bodily resistance so that the germs cannot grow. The main thing is to be sure you get plenty of fresh air.

Get out of doors a part of every day.

Walk to and from work.

Sleep eight hours every night with the windows of your sleeping room open.

Don't *over*do anything—eat, work, or play. And above all—Keep Serene. Worry is the arch enemy of health.

If you are unfortunate enough to get a cold, come to the hospital.

THE REVIEW

This issue of the "Review," which goes to our dealers, stockholders and many others with whom we do business, is, as you know, practically a sales number, containing messages from our executives and news of interest to our friends outside the organization, as well as to those of the immediate family. For this reason, and because of the lack of space, most of the regular columns and personal items had to be omitted.

In January, 1913, the Review made its first appearance. During its ten years of existence, it has undergone several changes as to size and make up, but has always kept in mind the purpose for which it was started—to present news of interest and ideas, reviews and articles that should be an aid to all of us.

We are always open to suggestions for improvements in our paper and appreciate receiving suitable material for use in its pages.

What do you think of the Review?

Library

"The true university in these days is a collection of books. —*Carlyle.*

Carlyle's Christmas Gift

It is no drawback for a Christmas gift to be useful, as well as ornamental, but there is pathos in Carlyle's presentation of a washing table to his wife at Christmas, 1850. At that time he had long escaped poverty, but could conceive no more pleasing gift than this most utilitarian article which he promised in a note, which the curious may still read at his house in Cheyne row: "The Prophecy of a Washstand to the Neatest of All Women. Blessings on her bonny face, and be it ever blithesome, as it is dear, blithe or not—T. Carlyle, Dec. 25, 1850." This message appears to have been written in a hurry, as if Carlyle, hearing the clocks strike midnight, exclaimed: "God bless my soul! It's Christmas day. Jennie should have a present. She spoke of a washstand the other day. She shall have it," and forthwith penned the promise thereof. Anyway, he gave a five pound note, and Mrs. Carlyle bought a marble and mahogany washstand.

The wise old philosopher, Socrates, once said that no gift is worthy which does not benefit as well as please the recipient. The perplexed Christmas shopper can have his difficulties smoothed out if he will follow this good advice: make his selection of gifts among books, for nearly every one, even if not a habitual reader, is pleased with a book on some special subject in which he is more or less interested. An evening spent in perusing the attractive Christmas catalogues of the best publishing houses, and the Wednesday and Saturday editions of the *Transcript* gives a wide field for choice from the best new books and reprints. Well informed attendants in the book shops are always ready to assist in finding the right book for the right person. We have made a collection of such catalogues in our library.

Theodore Roosevelt once said that public libraries are excellent institutions in their way, but you can't get half the enjoyment out of a book unless you own it yourself and learn to love every dog-eared page of it. A library for the children should be started in every household, but great care should be used in the selection of books. The American Library Association, whose authority is unquestionable, has compiled the following list of books for young people; one or more volumes we hope will be added to every family library in our community this Christmas season.

Little Women	Alcott
Alice in Wonderland	Carroll
Robinson Crusoe	Defoe
Tom Sawyer	Mark Twain
Treasure Island	Stevenson
Boys' Life of Abraham Lincoln	Nicolay
Jungle Book	Kipling
Fairy Tales	Anderson
Child's Garden of Verses	Stevenson
Merry Adventures of Robin Hood	Pyle
Tales from Shakespeare	Lamb
Boys' King Arthur	Malory
Story of Mankind	Van Loon
Rebecca of Sunnybrook Farm	Wiggin
Home Book of Verse for Young Folks	Stevenson
Christmas Carol	Dickens
Rip Van Winkle	Irving
Mother Goose Rhymes	
Hans Brinker	Dodge
Boys' Life of Theodore Roosevelt	Hagedorn
Wonder Book	Hawthorne
Wild Animals I Have Known	Seton
The Arabian Nights	

The great librarian, John Cotton Dana, has given a great deal of attention to books essential in business and has suggested that every business man's library contain the following reference books:

New international Year Book	A good home dictionary
A compact encyclopaedia	The World's Almanac
Dictionary of Quotations	An atlas

Scientific American Reference Book

These contain a wealth of information available for the students of the family as well, and if a part of the home library, may insure better prepared lessons than when the entire information on special subjects must be obtained from public and school libraries.

Suggestion Column

IF AT FIRST—

The old proverb goes, "If at first you don't succeed, try, try again." If you have sent in a suggestion and it was rejected, don't feel "it's no use." It pays to keep on trying, as many people in the plant can testify.

There is one man who in two years has had 29 suggestions accepted and who has received $340 in awards. During the same period another had 13 suggestions accepted and has received $165 in awards. Both men submitted many suggestions that were rejected, but kept right on sending them in.

If you see anything about your work, your department, or the plant in general which you think can be improved, write out your ideas and drop them in the Suggestion Box.

The following suggestions were accepted during the month of November and the standard prize of $5.00 awarded for each:

Valve on settling tank, DP machine room	William J. Livingston, DPP
Change in DP winder drive	Helge Holter, DPP
Electric heat for gum strip machines at FF	Oscar L. Knight, FFF
Improved floor in building SFI	Arthur W. Damon, SM
Install overhead track in yard back of pulley shed	Maurice Sullivan, SM
Improvement to elevator lift in SP	Oscar L. Buzzell, SP
Improvement to walls of room off DMPM5 winder	Patrick Maguire, DMP
Install electric light with reflector, under table for ironing splices, FBPM1	Stanley B. Allen, FBP
Reverse wetting roll drive on FBPM1 shingle machine	Raymond C. Call, FBM
Install checking stand on scale at FFD	Patsy Sansone, FF

BIRD & SON CHRISTMAS REMEMBRANCES

Following the custom of the past few years, we are sending all Fellow Workers Christmas Greetings and Best Wishes for the New Year, together with a Xmas Check to those who have been with us for one year or more, according to the length of service.

1 to 4 years inclusive	$ 5.00
5 to 9 years inclusive	10.00
10 to 14 years inclusive	15.00
15 to 19 years inclusive	20.00
20 to 24 years inclusive	25.00
25 to 29 years inclusive	30.00
30 to 34 years inclusive	35.00
35 to 39 years inclusive	40.00
40 to 44 years inclusive	45.00
45 to 49 years inclusive	50.00
65 to 69 years inclusive	70.00

BIRD & SON, inc.

NEPONSET CREDIT UNION

We have enjoyed a very successful year, looking at things from the standpoint of increases. Our membership has increased nearly forty per cent over last year. We now have 494 members owning altogether over 3000 fully paid shares.

Our 1922 Christmas Club showed many the value of saving, and with but two exceptions all the members have signed up for 1923. With this fact in mind, we have every reason to believe that our 1923 Christmas Club will put all others in the background.

The Savings Department went through the year with a 4½ per cent interest rate, a higher rate than is paid by the trust companies of adjoining towns.

Owing to the fact that the resources for our investments are limited, and the state banking laws governing Credit Unions prevented us from using the accrued interest due us, we were able to pay but a six per cent dividend to our shareholders. Our dividend rate for 1922 did not show our true earnings.

The following statement of our Receipts and Disbursements will show better than words can tell the business we have done during 1922:

RECEIPTS AND DISBURSEMENTS DURING THE YEAR ENDING OCTOBER 31, 1922

Receipts

Shares	$ 6,673.09
Deposits	38,301.87
Loans Repaid	24,858.75
Entrance Fees	61.00
Interest	1,503.49
Guaranty Fund	15.00
Bird & Son, inc. Advances	2,200.00
Dividend	1.43
Sale of U. S. Treas. Cert.	4,000.00
Returned Premiums	5.61
Cash on Hand, October 31, 1921	830.96
Total	$78,451.20

Disbursements

Shares	$ 2,877.35
Deposits	29,591.65
Loans Made	24,760.52
Expenses	439.23
Int. Paid on Deposits	359.27
Dividends Paid	432.45
Guaranty Fund	127.65
Victory Bonds	2,000.00
Int. on Investments	108.75
Bird & Son Advances	2,200.00
N. E. Tel. & Tel. Co. Bonds	980.00
Am. Tel. & Tel. Co. Bonds	911.25
N. Y. Central R. R.	955.00
Whitman Co-op. Bank Mat. Shares	2,000.00
U. S. Treas. Cert.	9,000.00
Cash on Hand, October 31, 1922	1,708.08
	$78,451.20

A. W. Smith, Treasurer N. C. U.

GIRL SCOUTS

The Cooking Contest and Food Sale which was held in the Tiot Lunch Room at East Walpole on Saturday afternoon, November 25, was a great success.

There were 82 different articles of food entered for the contest, which kept the judges busy for a considerable length of time. Score cards had been made out in advance and the cakes, pies and biscuits were judged according to appearance, texture and flavor. Ribbons were awarded as prizes, the money offered by the Snowdrift company as prizes going to help swell the treasury of the Girl Scouts. The prize winners were as follows:

1st Cake, Mrs. Peter Wickham
2d Cake, Mrs. G. W. Poore
1st Pie, Mrs. John Brimner
1st Biscuits, Mrs. Peter Wickham.

The judges were Mrs. F. H. Lovejoy, Mrs. S. H. Kay, and Mrs. Leonard Bartlett. The Sale was under the direction of the Troop Committee, consisting of Mrs. G. R. Wyman, Mrs. R. H. Kimball, Mrs. W. E. Harper, Mrs. G. M. Graves, Mrs. Louis Anderson and Mrs. Frank Whitehead. Very nearly $30 was realized by the sale of the food.

The Girl Scouts are very grateful for the hearty cooperation and assistance they received in this effort.

BOY SCOUTS

Lyman Vander Pyle of PFL has joined the Scout ranks as Signal Officer.

The Norwood and East Walpole Troops assembled in South Norwood for a Good Fellowship Meeting, Friday, November 17.

Five new Scouts have passed their tenderfoot tests and are preparing for their second class tests.

Meetings are held regularly Friday evenings at the Bird Club gymnasium. Parents of the boys are cordially invited to attend.

Bird Club Meeting

Friday Evening December 22, 1922

Bird Hall - 8 P. M.

TRAVEL TALK

"IN THE JUNGLE AND OUT"

In Malaya

Illustrated by georgeous colored views.

Speaker: Dr. Wilfred R. Wilson.

Dancing until 12 o'clock.

SAFETY FIRST

Question No. 10 appearing in Fire Brigade Questionnaire, sent out last February, read:—

"Do you know how to charge an extinguisher?"

Nearly every man answered by saying "Yes."

My advice to you is—be sure you do, for we have learned from Chief Tommie Smith of Hollingsworth & Vose Fire Department of an experience which occurred there. Chief Smith ordered one of his men to discharge and recharge a Foamite Firefoam Extinguisher. He discharged it by the regular method os tipping upside down, allowing the chemicals to come through the hose. Thinking the extinguisher was empty the man proceeded to take off the cap, which proved no easy task. After turning the cap off to within a few threads of the top the chemicals began to ooze out around the threads of the cap. The extinguisher was set on a sink foi about 2 hours until it was thought the pressure was relieved. The man then placed the extinguisher on the floor, holding the top of it between his knees, gave the cap a few turns and an explosion that sounded like a cannon occurred. The cap and inner tube hit the roof, the man and extinguisher were thrown across the room but fortunately no one was hurt.

On a close inspection of the extinguisher later, it was found that the elbow to which the hose was attached was filled with dirt.

If these directions are followed, we will avoid any such trouble as mentioned:—

Wash Extinguisher and all parts thoroughly before charging; draining water through nozzle to make sure that the outlet is clear.

If used, clean thoroughly and recharge immediately. If not used, discharge it and recharge yearly, and record date last charged on tag attached. Protect extinguisher from freezing. Prepare the charge as per directions given on packages.

F. W. FISHER,
Safety Inspector.

SOME TROPHIES OF THE HUNT

W. J. Quinn of DMP2, Wilbur Fay of EMM and Charles Maiers recently returned from the wilds of Maine with more than a few feeds of venison chops and bear steak. This picture was taken in front of their camp deep in the big game wilds.

Bill Quinn of No. 2 Paper Machine, Wilbur Fay of the Machine Shop and Charlie Maiers, formerly of the Machine shop, all well known hunters, have been regaling their friends with many interesting accounts of their recent trip into the big-game wilderness of Maine, whence they returned recently with a goodly supply of venison and bear. Their camp, Camp Jersey, is located on Mopang Lake in Township 29, Maine, in the great hunting grounds northeast of Bangor toward the border of Canada surrounded by miles of woods in which deer. abound.

In speaking of his trip recently, Bill Quinn said: "We certainly had a great trip this fall. During the week we got five deer, four bucks and a doe, and best of all a bear. The largest buck, an eight-pointer, weighed about 275 pounds, the others were slightly lighter. By a curious freak of nature the doe, which weighed about 190 pounds, had a single horn on her head about 4 inches long.

"One day while we were out we found indications of a bear and after hunting a short while I was fortunate to run across him and bring him down. He weighed 200 pounds. Bears are becoming scarce owing to the number of hunters who seek them for the $10 bounty offered by the state of Maine. This has been the finest beechnut year in that section for the past seven or eight years and the result is that the deer and bear are fat and in fine condition.

"Deer are becoming more abundant and this is due to the strict enforcement of the game laws. In recent years the lumbermen occasionally found places where the deer had yarded up in the deep snow and they would trap the whole herd and kill them for meat. Gatherings of from five to fifteen deer had been cleaned out in this method as the deer were unable to escape through the heavy snow. The game wardens have put a stop to this.

"Not so many years ago moose were plentiful in that section, but as this animal moves on from day to day and year to year, he has left that vicinity. Many of the natives and guides believe that the moose have departed into the Canadian wilds, but they may return to Maine in larger numbers in a few years, although they are more apt to remain in the wilder sections of Canada."

The trip was made by auto and all five deer and the bear were brought back to East Walpole.

WE ARE MEMBERS OF THE NATIONAL SAFETY COUNCIL

FLOOR COVERING PLANT IS WINNER FOR NOVEMBER

Standing is Close for all Divisions

Standing for November

	No. of Emp.	Acci-dents	Days Lost	Standing
FF	199	2	7	.954
ER and EM	148	1	10	.946
FX 1 and 2	219	1	23	.932
DM and DV and DF	259	3	19	.931
FB	265	6	8	.924

After leading all divisions for three mlnths, the Floor Covering plant slipped in October but are in the lead again for November. This excellent showing is more commendable when it is remembered that a year ago FF was a pretty consistent occupant of the lower rungs of the ladder. The improvement shows what can be done when the interest of everyone in the elimination of accidents is aroused. The two accidents charged against them this month must go in the preventable class; one man dropped a casting on his finger, and another caught his finger between the hanger and apron.

The Maintenance Departments and the Box Shops each had one accident, but both were rather serious. John Lobisser strained his back while lifting a beam, and Carl Giametto was painfully injured when his hand was caught in the rolls of the combiner at FXC.

The Main Mill Departments had more than their share of accidents, and they were all of the usual kind—a strain from lifting, an injury from a falling roll, and a stumble.

Some month we are going to have a report without mention of an infection caused by a neglected cut, but FB prevents our doing it this month. They are charged with six accidents, all minor, but all involving lost time.

A careful workman is a thoughtful workman. Let's mix a little thought with our jobs.

SAFETY COMMITTEE.

Plant and Office Notes

ACCOUNTING METHODS IMPROVED

The year 1922 is drawing to a close and in reviewing the year's work I feel it is in order to say that improvements have been made in our methods of accounting which enable us from time to time to turn over reports which are of considerable value in showing the trend of business, and, I believe, in view of these improvements, we are also in a position to render much better service to our customers and vendors, as well as to our executives. This betterment has not been carried out without the full cooperation of all the departments in the organization, and I bespeak the continued cooperation in making still further improvements in our methods during the year 1923. Best wishes for a Merry Christmas and a Bright and Happy 1923.

A. H. Anderson, Auditor

—A. H. ANDERSON.

OFFICE NOTES

May Silverman of the Payroll Department has been busy acknowledging the best wishes of her friends since she appeared at work one morning recently with a diamond.

We are glad to welcome Miss Margaret Paff who has joined the Purchasing Department force; and Miss May F. Morrill who is assisting on the telephone switchboard; Nils Witterwik is doing special work in the Accounting Department and Margaret A. Kelley is now a member of the Statistical Department.

Buddy Mutch is back on the job after a week's vacation in New York.

MAIN MILL

We offer hearty congratulations to Patrick Maguire of No. 5 who has just been married.

Joseph Knaus has just returned from a week's hunting in Ossipee, New Hampshire. Joe says it's great sport when you can pop off 8 to 10 big white rabbits in a day, and as many partridges. He says next time, however, he's going to carry a combination gun with a rifle barrel so that the deer can't run down the cart path and leave him standing in the road holding a shot gun.

How "The Professor" Acquired His "Name"

When "Professor" (John M. Smith) first started to work, he secured a position at Stetson's factory in Walpole. At that time most boys went to work about as soon as they were able. John, however, had had the advantage of being graduated from the Walpole High School and was adjudged a very learned man, so much so that, when any debatable question arose, the rest of the boys would ask "the Professor." In a short period of time it became a by-word (instead of saying "Ask Dad, he knows") to say, "Ask the Professor." Now we know why we call him "Professor" when we greet him.

His many friends here were glad to learn of Whitman Rouillard's success at Tufts College where he has entered on his second year in the Department of Chemical Engineering. He was ninth in the entire college in the special honor list of students who had maintained an average of "A" for an entire year's work.

On Tuesday p. m. about 3.30 a team of Bill Carberry's horses were coming along the road between the No. 2 Machine Room building and the pond. They became frightened when the teamster tried to hold them in the road. The rein broke and one horse slipped into the river, pulling the other horse and cart in with him. Both horses were drowned. The driver worked heroically to free them but all was in vain as the water was very deep in that section. Jack Smith's crew got both horses and cart from the river in record time.

BOX SHOP

Samuel Hunter is being groomed by his friends for United States senator. His hitherto unsuspected ability as an orator makes them believe that he will be a worthy contender for senatorial honors.

Savina Donicelli, who recently left to be married, was surprised on her last day here to find her machine gaily decorated as an expression of her fellow workers' good will.

We are glad to report that Mazie Driscoll is recovering rapidly after her recent operation for tonsils.

The Crysanthemum Club is busy making preparations for their Christmas party to be December 18.

FLOOR COVERING NOTES

Congratulations to Henry Grover on the acquisition of a baby daughter born November 11.

Mike Dzurbanick is studying English at night school in Norwood.

At the last Bird Club entertainment the black face men pulled off a good one on Ed Lines to the effect that he thought he drove an automobile. The victim wasn't there to hear the laugh, but he wants is distinctly understood that his car is not a Ford but a light Lincoln. A rose certainly does smell just as sweet by whatever name it is called.

Our latest mechanical acquisition is the machine for making paper tubes transferred to us from the main Mill.

William Broadley is assisting in the Laboratory alternating in five week periods with a course in Northeastern University.

Schreiber is back at work again after a rather serious mastoid operation.

We are making Neponset Floor Covering Rugs and Rug Border up to our capacity now. Business is good and is bound to be better so that expansive enlargement in our production seems to be the logical next step.

ANGELO VINGEROSO

On November 26, Angelo Vingeroso, who was employed as fireman in the Main Mill boiler room, died after a short illness at the Framingham Hospital. He was a capable workman and well liked by all with whom he came in contact. He was a charter member of the Italian-American Society, which sent a large delegation to the funeral. The deceased is survived by a wife and baby to whom we extend our sympathy.

JOHN KING

On Saturday, December 2, his associates at the Building and Roofing plant were saddened to learn of the sudden death of John King, one of the oldest employees in point of service at the Norwood plants. Mr. King had worked here continuously since March 15, 1902, always in the Finishing Department of the Roofing plant, where he was universally known and liked. Funeral services were held from his late residence, 249 Railroad Avenue, Tuesday morning, December 5, and were attended by a delegation of the Old Timer's Club at FB, Michael Mohan, Charles J. Watson, Andrew Mannimon and John Sheehan We extend our sincere sympathy to the bereaved family.

BUILDING AND ROOFING

Our deepest sympathy is extended to Superintendent and Mrs. E. L. Chamberlain in the loss of their only son, Herman Leslie, aged 2 years, who passed away December 5.

The spirit of the "Three Musketeers" evidently pervades the atmosphere at FB, particularly in the Electrical Department, and, if it were not for the absolute integrity and honesty of the persons involved, the asphalt tanks would take a slump, as there would surely be a lynching with plenty of feathers to go with the asphalt.

It seems that those two enterprising young men, Miller and MacDowell, conceived the idea of raffling 2 ducks for Thanksgiving. Everyone joyously contributed, with visions of roast duck before them, but lo! and behold, when the lucky winner was announced, who was it but Jepson. Now if never before, Jep, you can see the advantage of bearing a good reputation, which certainly holds back the finger of suspicion and allows you to pick the bones of the ducks, with a sereneness of mind that comes only with a clear conscience.

Mr. Montgomery and Mr. Chamberlain had a very pleasant trip to the Hamilton and Chicago plants during November. Arriving in Hamilton on a Sunday they learned that the next day was a holiday in that Province so they pushed on to Chicago and were mighty sorry not to see the Hamilton plant in operation. The plant was visited even though it was Sunday afternoon and many changes and improvements were noted which bid fair to make it an even better plant than we already know it to be from the excellent records of production during the past year.

The Chicago plant is impressive on account of its cleanliness and the simplicity and efficiency of its machines. During the four days of their visit only one break occurred on the whole machine and they were turning out 1300 to 1400 squares of shingles per ten hours.

For the benefit of our motorists, we wish to state that Ford electrical troubles are quickly, vivaciously and loquaciously solved by Mr. Bassett. He is a pupil of McDowell and holds a degree from the Northsouthern Correspondence Institute of Fordology.

Antonio Potassius, of FBPM7, is building a three tenement house near the Lithuanian Church in South Norwood.

We have just received a memo from Bill Wilson which states:

"Noted with interest in the last *Review* that I am remembered at FF by the fact I wore "the most disreputable hat around there" and that Stuart Nickerson now is the prize taker. For the sake of the "old hat" I would like to explain that Nickerson moved into the house I moved from at East Walpole and no doubt he found "the old bonnet" which reposed on the shelf in the back hall. I am merely writing this for the "old hat" which even though it has changed owners still should be given credit or discredit as the case may be."

No, Bill, you've got the wrong dope on Stuart's hat. We doubt if it can ever compare with your old one—but of course time will tell.

22ND ANNUAL MEETING

B. & S. inc. Employees Mutual Benefit Assn.

Tuesday January 9, 1923

BIRD HALL . 8.00 P. M

NOMINATIONS FOR 1923

President: R. L. Tupper, L. E. Tarr, Chas. Savage

Vice-President: Frank Sutherland, R. G. LaFountain, M. J. Hawkins

Secretary: D. J. Cullinane, R. M. Springer, John Burke

Treasurer: J. J. Linehan, John White, D. A. Jones

INVESTIGATING COMMITTEE

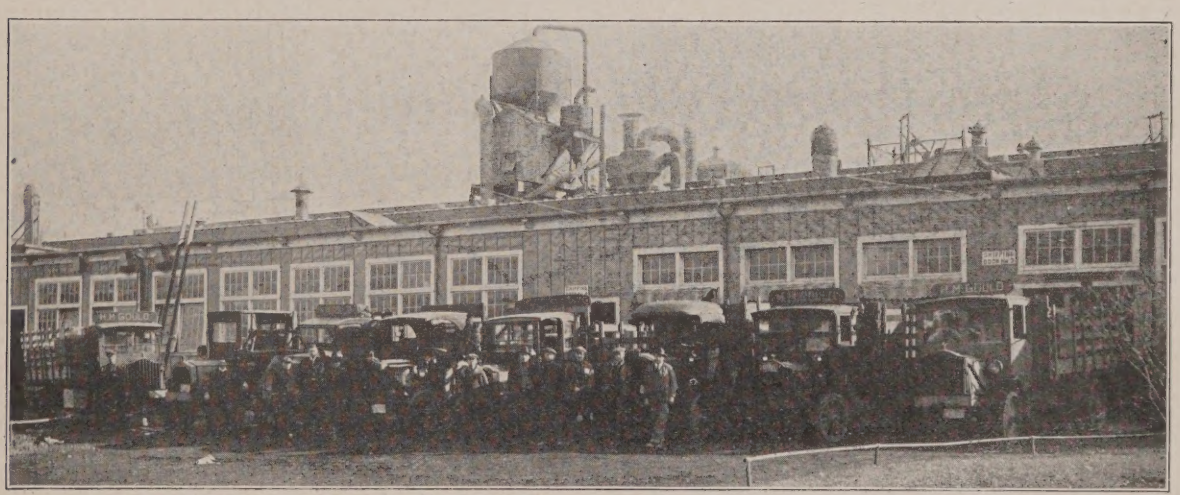
Miss M. R. Leavitt	Ed. Geraghty
H. L. Engley	H. L. Jepson
F. L. Murphy	F. W. Whitehead
L. R. Bernier	H. W. Dixon
James Sword	W. R. Duncan
John F. Dower	F. W. Fisher
W. H. Boyden, Jr.	H. L. Tower

NOMINATING COMMITTEE

A. C. Urquhart	Miss Fannie Murphy
E. D. Huggard	L. M. Pratt
Miss M. E. Cavanaugh	Wm. J. Patterson

Nominating Committee for 1922: S. W. Smith, F. L. Murphy, C. W. Conrad

D. J. Cullinane, Sec.



Trucks Have Been a Big Factor in the Record Shipments from FB

A very large percentage of our Building & Roofing products are now being shipped by truck. The picture taken at the FB shipping doors is a usual sight almost any morning. At times there has been as many as twelve trucks loading or waiting their turn.

NEPONSET BLACK THIRTY-THREE YEARS AGO

W. F. Fullam & Company, lumber dealers in North Brookfield, Massachusetts, who sell Bird's Roofing and Waterproof Building Papers told our Mr. Traudt just the other day that thirty-three years ago he sold some wooden shingles for use on a church and that Neponset Black Waterproof Building Paper was put under the roofing.

Recently the church had to be recovered, and Mr. Fullam stated that the Neponset Black was in such good condition that the new roofing was laid on over it without removing the old Neponset Black.

Mr. Bartlett says that without doubt this Neponset Black was some of the first we made in what was formerly known as the Old Tavern Building near the office. He recalls when Samuel Bird set up a donkey engine and ran the first dry sheathing through a saturant which was made by a crude machine in this same building.

After the material was made and finished in rolls containing 500 sq. ft. it was carted across the street and stored in the shed joining the old barn. In those days we usually had from two to five tons of stock; five tons was a very large supply, for the trade and shipments were made from this stock by carting the goods either to Walpole or Winslow station, or many times direct to Boston where it was delivered to the dealers' stores.

Bigelow & Douse, Frye, Phipps & Co., Dana Hardware, M. C. Warren Company, G. C. Vinal Company, these were the distributors for New England. About half of them covered Cape Cod section and the other half Cape Ann.

BIRD CLUB ENTERTAINMENT

The first Bird Club entertainment of the year was attended by a large audience of members and guests who thoroughly enjoyed the exceptionally fine program. Scott and Bayrd, styled the "two-man minstrels," had a number of new and timely jokes which were appreciated; Miss Caliste Conant, an entertainer of spirit, amused with her songs; and the members of the musical trio gave violin, saxaphone and vocal selections that deserved and received well-merited applause. Slavin's Orchestra furnished the music for the dancing which was enjoyed from 10 o'clock until midnight. W. R. Duncan, L. M. Vanderpyl, H. L. Badger, and W. A. Beaulieu, with W. J. Score as Chairman was the committee in charge.

BIRD CLUB MEALS

We are pleased to announce that we have been able to reduce prices on transient meals at the Club House. The scale is as follows:

Breakfast	.50	.50
Lunch	.50	.65
Dinner	.75	1.00

With reasonable notice we can guarantee excellent service and food to members and guests.

—HOUSE COMMITTEE.

"HAPPY NEW YEAR LARRY"

The following interesting communication has just been received from Mr. L. C. Campbell of the Gilchrist Department Store, Boston.

"How often you hear the expression that, 'Coming events cast their shadow before them.' So when our genial freind Lawrence Prouty of the Floor Covering Department was discovered displaying more than a passing interest in household articles recently in a downtown department store, isn't it matter enough for us to inquire, 'When does the big event take place Larry?'

"We understand the girl is Dorothy Thornton, and after the wedding which is not far away, the young couple will make their home at 42 Sacramento Street, Cambridge ,Mass."

It look to us as though Mr. Campbell had some inside information, which the rest of us had not heard of as yet and we appreciate his forewarning us of the important step which Prouty is about to take.

ONE OF CHICAGO'S LARGE CUSTOMERS

SALMEN BRICK AND LUMBER CO. NEW ORLEANS, LA.

The accompanying photographs show the new office, group of employees, and one of several attractive display rooms of the Salmen Brick and Lumber Company, New Orleans, La.

We think this is probably the best example in the United States of a retail lumber dealer building a large modern office building for the specific purpose of housing a complete exhibit of building materials.

Several rooms are completely furnished in the new building where prospective buyers may actually see the company's goods to the best advantage. Owing to lack of space we are unable to use other photographs of these very attractive rooms.

The gentleman at the extreme right in the front row in the group picture of the Salmen employees is our Mr. Peterson. An office in the Salmen building has been reserved for Mr. Peterson, and he will in the future make his headquarters there.

The Salmen Brick & Lumber Company are known as probably the largest Retail Lumber Merchants in the entire South. They began to handle roofing at our solicitation about two years ago. Their first year's advertising of Bird's roofs was so strenuous that we felt it best to call a halt, for we thought they were spending too much money by far. They are also strong Bird's roof advertisers this year.

Their purchases from us up to date this year have totaled $25,000.00, and we confidently expect before the end of December that we can report that their purchases have been well over $30,000.00. —G. N. K.

The Golden Rule as a Working Policy

By Elbert Hubbard

DOING unto others as you would be done by requires faith in your fellowmen. Faith in your fellowmen implies a belief that down deep in the heart of every man, somewhere, is the germ of goodness. Your faith may be a vitalizing ray of sunshine reaching that particular germ. In order to perceive the germ of goodness beneath the rough husk of the workaday world, imagination is required. Imagination is the power to see the unseen.

Faith and imagination mean prescience, prophetic intelligence, or scientific psychology.

When Marshall Field adopted the maxim, "The customer is always right!" he displayed great prescience.

And the order went forth that no employee should ever dispute the word of a customer; so all claims were adjusted instantly on the word of the customer.

We all like to be thought honest and true. Marshall Field complimented his customers — his maxim-made friends — the trade increased.

So successful was the policy of faith in the customer that today all great department stores do business on the money-back basis.

"Customers first!" is a matter of politeness; also it is a matter of diplomacy. And as the word "diploma" means a certificate of merit, so is diplomacy itself an example of truth carried into action.

Diplomacy is politeness — consideration for the rights and feelings of others. It tokens kindness and faith in others.

Diplomacy is not a mere surface pretense.

Men who consider themselves better, wiser and more able than other men will not be diplomatic.

Such know nothing of the Golden Rule, save as a theory. They believe in the rascality of others, not their goodness. Hence they appeal to force.

It is the same with nations. When diplomacy breaks down, war follows. And war never occurs until diplomacy is cast aside.

If governmental diplomats were really diplomatic, war would be an impossibility.

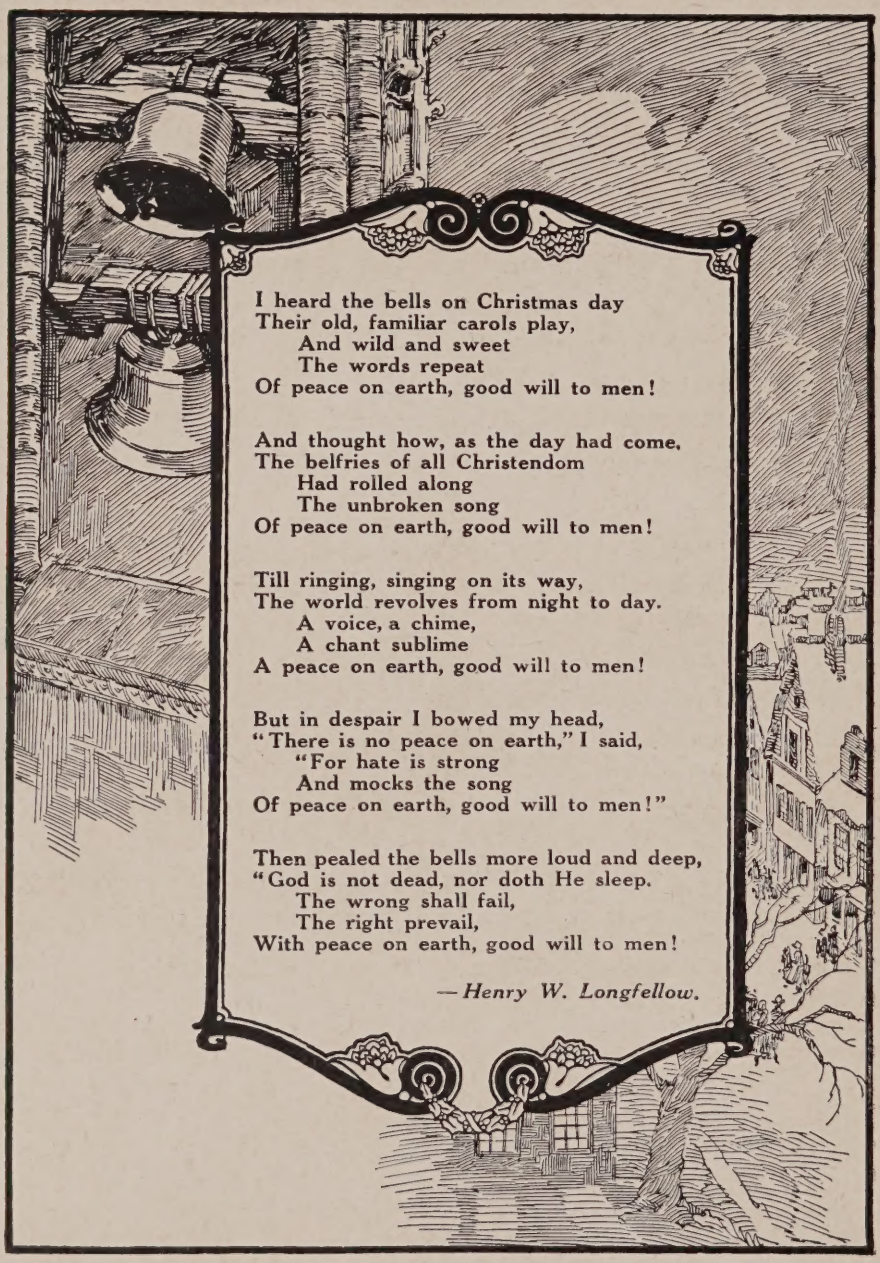
The Golden Rule in trade has been proven a safe, sound and paying policy.

Salesmen who sell goods have to sell themselves first. We give no orders to people we regard as possible rogues, cheats, pretenders and hypocrites.

Diplomats who resort to violence are salesmen who have failed to sell themselves. In order to "sell yourself" you must be both buyer and seller. You must in imagination put yourself in place of the other man. Then only can you do unto others as if you were the others.

Personal quarrels and national wars mean that somebody wasn't big enough to live up to the Golden Rule.

Christmas Bells



I heard the bells on Christmas day
Their old, familiar carols play,
And wild and sweet
The words repeat
Of peace on earth, good will to men!

And thought how, as the day had come,
The belfries of all Christendom
Had rolled along
The unbroken song
Of peace on earth, good will to men!

Till ringing, singing on its way,
The world revolves from night to day.
A voice, a chime,
A chant sublime
A peace on earth, good will to men!

But in despair I bowed my head,
"There is no peace on earth," I said,
"For hate is strong
And mocks the song
Of peace on earth, good will to men!"

Then pealed the bells more loud and deep,
"God is not dead, nor doth He sleep.
The wrong shall fail,
The right prevail,
With peace on earth, good will to men!

—*Henry W. Longfellow.*